

**MASSACHUSETTS
BAY
TRANSPORTATION
AUTHORITY**

CONTRACT SPECIFICATIONS

for

MBTA Contract No. R90CN02

SYSTEMWIDE CONCRETE REPAIRS 2

OCTOBER 2022

EXECUTED



Maura Healey, Governor
Kimberley Driscoll, Lieutenant Governor
Gina Fiandaca, Secretary & CEO
Jeffrey Gonneville, Interim General Manager



January 19, 2023

Melissa Pegurri
President
Edward Paige Corporation
661 Main Street
Norwell, MA 02061

RE: MBTA Contract No. R90CN02, Systemwide Concrete Repairs 2, Systemwide, MA

NOTICE TO PROCEED

Dear Melissa Pegurri

Notice is hereby given, effective this date, to proceed with work under referenced contract in accordance with the requirements of the Standard Specifications, Section 00700- General Conditions, Article 5.1 Prosecution of Work. Your attention is directed to the provisions of Section 01300- Submittals, and it is requested that you comply therewith as stipulated.

As designee of the General Manager, I have been assigned as the representative for this contract. All work must be coordinated through, Brendan Casey, Senior Project Manager, who has been delegated the responsibility for monitoring and supervision of activities associated with this project. It is requested that you advise him as to the date you plan to commence work so that arrangements can be made for inspection of construction by Authority forces.

One fully executed conformed copy of referenced contract will be forwarded under separate cover. All correspondence, reports, memoranda, payment estimates, invoices and other material pertaining to this contract should refer to the referenced contract number.

Sincerely,

DocuSigned by:

Christopher E. Brennan P.E.

089862301D214D5...

Christopher E. Brennan P.E.
Chief of Capital Delivery

MASSACHUSETTS BAY TRANSPORTATION AUTHORITY

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TO: ALL PROSPECTIVE BIDDERS

FROM: CONTRACT SERVICES DEPARTMENT
MASSACHUSETTS BAY TRANSPORTATION AUTHORITY

NOTE WELL:

PLEASE BE ADVISED THAT AN INFORMATIONAL BID FORM IS INCLUDED IN THE FRONT SECTION OF THE CONTRACT SPECIFICATIONS AND MUST NOT BE USED FOR BIDDING PURPOSES. BIDDERS MUST SUBMIT ALL BIDS ELECTRONICALLY AT WWW.BIDX.COM

Prior to submitting an electronic bid over the Internet, each bidder must have a Digital Identification (ID) issued by the Authority, on file with Info Tech, Inc., and enabled by Info Tech, Inc. Using this Digital ID shall constitute the Bidder's signature for proper execution of the Proposal

Interested parties can subscribe to the Project Bids on-line bidding exchange by following the instructions provided at www.bidx.com or by contacting:

Info Tech Inc.
5700 SW 34th Street, Suite 1235
Gainesville, FL 32608-5371
email: customer.support@bidx.com

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**MASSACHUSETTS BAY TRANSPORTATION AUTHORITY
10 PARK PLAZA
BOSTON, MASSACHUSETTS 02116**

NOTICE TO SBE BIDDERS

[Bond Funded Projects]

The Small Business Enterprise (SBE) Program promotes business opportunities for small business enterprises (as defined by the federal Small Business Administration (SBA)). The SBE Program is designed to create and sustain opportunities for small businesses to participate in capital construction projects at the MBTA, as well as stimulate the Massachusetts economy by providing sustained revenue opportunities to local small businesses. This is an SBE Program procurement.

Electronic proposals for the following project will be received through the internet using Bid Express until the date and time stated below, and will be posted on www.bidx.com forthwith after the bid submission deadline. No paper copies of bids will be accepted. Bidders must have a valid digital ID issued by the Authority in order to bid on projects. Bidders need to apply for a digital ID with Bid Express at least 14 days prior to a scheduled bid opening date.

Electronic bids for **MBTA Contract No. R90CN02, Systemwide Concrete Repairs 2 - NAICS CODE- 237310- and Project Value \$950,000** and can be submitted at www.bidx.com until two o'clock 2:00 p.m. on **December 8, 2022**. Immediately thereafter, in a designated room, the Bids will be opened and read publicly

Work consists of replacing existing and installing new concrete sidewalk, pavement, and pedestrian ramps systemwide. Work locations will be determined on an as-needed basis and communicated to the Contractor.

Each prospective bidder proposing to bid on this project must be prequalified in accordance with the Authority's Small Business Enterprise (SBE) Contractor Prequalification Statement. Prequalification documents may be obtained online at https://bc.mbta.com/business_center/bidding_solicitations/design_and_construction/?id=8612

Applications for prequalification for this Project will be accepted by the Authority up to the bid opening date. Contractors should allow for ample time for the Authority to evaluate and respond to the Prequalification Application prior to the bid opening date. Only contractors prequalified as a Small Business by the bid opening date will be considered eligible.

Prequalified bidders must download and submit a completed "[Request for Bid Form](#)" for approval to: plans&specifications@mbta.com

Bidding documents may be downloaded from the MBTA FTP site. Documents will be available starting at 9:00 AM on **October 26, 2022**. Contract Specifications and Drawings shall be available in portable data file (.pdf) format. Interested parties may request FTP site credentials by completing the request form on the project page at:

http://bc.mbta.com/business_center/bidding_solicitations/current_solicitations/

Bidders' attention is directed to Appendix 1, Notice of Requirement for Affirmative Action to Insure Equal Employment Opportunity; and to Appendix 2, Supplemental Equal Employment Opportunity, Anti-Discrimination, and Affirmative Action Program in the specifications.

Bidders will affirmatively ensure that in regard to any contract entered into pursuant to this solicitation, minority and female construction contractors will be afforded full opportunity to submit Bids and will not be discriminated against on the grounds of race, color, religion, sex, age, or national origin in consideration for an award.

Bidders will be required to comply with Federal Equal Employment Opportunity Regulations and the President's Executive Order No. 11246 and any amendments or supplements thereto. Bidders will also be required to comply with the Governor's Executive Order No. 481, prohibiting the use of undocumented workers on State Contracts and any amendments and supplements thereto.

A prebid conference will be held on November 10, 2022 at 10:00 a.m. as a virtual on-line meeting. Details regarding the pre-bid conference will be provided upon request of the specifications. Attendance at both the pre-bid conference is highly recommended for all prospective bidders. All questions during the bid phase should be directed to the MBTA Project Manager, Brendan Casey (bcasey@mbta.com) in writing or emailed to the contact information above. Questions are to be submitted no later than ten (10) days prior to the date set forth for the opening of the bids.

Bidders will be required to certify as part of their bids that they are able to furnish labor that can work in harmony with all other elements of labor employed or to be employed on the work.

This Contract is subject to minimum State wage rates as well as all other applicable labor laws.

Bid Guaranty shall consist of a bid deposit in the amount of five (5) percent of the value of the bid, in the form of a bid bond, cash, certified check, treasurer's or cashier's check.

The successful Bidder shall be required to furnish a Labor and Materials Payment Bond in the amount of 50 percent of the Contract price.

The Authority reserves the right to reject any or all Bids, to waive informalities, to advertise for new Bids or proceed to do the work otherwise, as may be deemed to be in the best interests of the Authority.

This information may be viewed at the MBTA website:

http://bc.mbta.com/business_center/bidding_solicitations/current_solicitations/

MASSACHUSETTS BAY TRANSPORTATION AUTHORITY

Date: **October 26, 2022**

By: James Tesler
Secretary and Chief
Executive Officer of
MassDOT

Steve Poftak
General Manager of the
MBTA

SECTION 00200-SBE

INSTRUCTIONS TO BIDDERS

1.1 BID FORMS AND DRAWINGS

A. Prequalification

1. Prospective Bidders proposing to bid on any work to be awarded by the Authority shall be prequalified and certified in accordance with the Authority's Small Business Enterprise Program. Applications for this program can be downloaded from [SBE Prequal Application](#)

B. Issuance of Bid Forms and Drawings.

1. Prequalified Bidders shall obtain from the Contract Administrator a "Request for Proposal" and submit same properly filled out to the Contract Administrator for approval. Authority will consider each "Request for Proposal" and determine whether or not the prospective Bidder will be permitted to submit an electronic bid using Project Bids Software.
2. Copies of the bidding documents, for informational purposes only, are made available to interested parties as described in the Notice to Bidders for each construction project.

1.2 INTERPRETATION OF BASIC ESTIMATE OF QUANTITIES

A. Bids will be compared on the estimate of quantities of work to be done, as shown in the Bid Schedule.

1. Quantities in the Bid Form are approximate only, being given as a basis for the comparison of bids. Authority does not expressly or by implication agree that the actual amount of Work will correspond there-with but reserves the right to increase or decrease the amount of any class or portion of the Work, as may be deemed necessary or expedient by the Authority.

B. Bidders shall submit their bid upon the following express condition which shall apply to and become part of every bid received, viz: An increase or decrease in the quantity for any item shall not be regarded as cause for an increase or decrease in the Contract unit prices, nor in the time allowed for completion of the Work, except as provided in the Contract. (Also see Section 00700, Article 4, and Section 01150)

1.3 EXAMINATION OF CONTRACT DOCUMENTS AND SITE OF WORK

- A. Before submitting a Bid, each prospective Bidder shall (1) examine Contract Documents thoroughly; (2) be familiar with Federal, State, and local laws, ordinances, rules, and regulations that may in any manner affect cost, progress, or performance of the Work and; (3) study and correlate information thus determined with the Contract Documents.**
- B. By submitting a bid the Bidder represents that every requirement of this Article has been complied with and that the Contract Documents are sufficient in scope and detail to indicate and convey understanding of all terms and conditions for performance of the Work.**

1.4 SUBSURFACE CONDITIONS DATA (NOT USED)

1.5 PREPARATION OF BIDS

A. Bid Prices.

1. Bidder shall submit the Bid electronically after using Project Bids Software to prepare the bid submission package. Bids are to be submitted at: <https://www.bidx.com>
2. Price for any item bid and contracted for, unless otherwise noted or specified, shall include full compensation for all materials, equipment, tools, labor, and incidental work necessary to complete the item to the satisfaction of Authority. Prices, without exception, shall be net, not subject to discount, and shall include all royalties and costs arising from patents, trademarks, and copyrights in any way involved in the Work.
3. The Schedule of Bid Prices included in the electronic bid submission will be used for the indicating of the Bid price information specified above.
4. In the event that there is an error in the computed totals based upon the unit prices and estimated quantities, the unit prices shall govern.

B. Addenda.

1. Prospective Bidder shall acknowledge receipt of Addenda by noting the numbers of those received on the appropriate form contained in the electronic bid package.

C. Signatures.

1. Bid shall be submitted using secure electronic signature provisions built into the bid submission function of AASHTOWare's Project Bids software.
 - a. If Bid is made by an individual, that person's name and post office address shall be stated.
 - b. If Bid is made by a firm, partnership, or corporation, that fact shall be indicated on the appropriate form, and include the name of a person having such legal authority from said firm, partnership or corporation and the person so indicated shall give his own name and title (if any) in addition to the name and address of the firm, partnership, or corporation. If Bid is made by a firm or partnership, names and addresses of the individual members shall be given.
 - c. If Bid is made by a corporation, the name of the State under the laws of which the corporation was chartered and names and titles of the President, Treasurer, and Secretary or Clerk of the corporation shall be given.
 - d. If Bid is made by two or more entities, a joint venture must be formed for the purpose of submitting such a bid. The joint venture company must be prequalified as described previously in section 1.1.A.1

D. Affidavits.

1. Bidder shall certify on the affidavit form included with Bid that:
2. To the best of the Bidder's knowledge, said Bidder has not, either directly or indirectly,

entered into any agreement, participated in any collusion, or otherwise taken any action in restraint of free competitive bidding in connection with such Contract.

3. Bids must contain the properly completed affidavit of non-collusion folder contained in the electronic bid submission package

1.6 DELIVERY OF BIDS

- A. Prior to the time set for openings of Bids, Bidder shall submit Bid as follows:
 1. All bids must be submitted using AASHTOWare's Project Bids software at www.bidx.com
 2. A Bid may also be modified or withdrawn by a Bidder or the Bidder's authorized representative, using the capabilities to modify or withdraw bids at www.bidx.com, but only if the withdrawal is made prior to the exact time set for opening of Bids. (Also see Section 00100, Article 1.08).
 3. The only acceptable evidence to establish the time of bid submission is the receipt generated by the bid submission function of the Project Bids software at www.bidx.com.
 4. Bidders are advised that the Bid Form must include a Bid price for each of the items listed on the Contract Schedule of Bid Prices. The omission of a Bid price for any of the items is cause for rejection of all Bid prices of the Bid.

1.7 BID GUARANTY REQUIRED

- A. In order to insure the faithful fulfillment of its term, each Bid shall be accompanied by a Bid Guaranty. Bid Guaranty shall be in the amount as specified in the "Notice to Bidders" in the form of an acceptable bid bond, cash, certified check, treasurer's or cashier's check issued to the MBTA by a responsible bank or trust company or by a surety or insurance company licensed or authorized by the Massachusetts Division of Insurance to engage in the business of surety in the Commonwealth and satisfactory to the Authority

1.8 WITHDRAWAL OF BIDS

- A. Bidder may withdraw the Bid provided the request in writing is in the hands of Authority by the time set for opening of Bids
 1. If not earlier withdrawn, when any such Bid is reached during the opening of the Bids, it will be disregarded by the Authority.

1.9 PUBLIC OPENING OF BIDS

- A. Bids will be publicly opened and the total price of each bid read at the time and place indicated in the "Notice to Bidders." Any person may at reasonable times and in the presence of a duly authorized representative of Authority examine any or all Bids after they have been opened and read.

1.10 REJECTION OF BIDS

- A. Bids which fail to meet the requirements of Articles 1.5, 1.6, and 1.7 of this Section or which are incomplete, conditional or obscure, or which contain additions not called for, alterations or irregularities of any kind or in which errors occur, or which contain abnormally high or abnormally

low prices for any class or item of work, may be rejected as informal.

1. On Federally Assisted (Financed) Projects, Bids will be rejected from any Bidder whose name appears on the U.S. Comptroller General's list of ineligible contractors for federally financed and assisted construction.
 2. Bidders are advised that the certificate pertaining to Ineligible Contractors on the electronic Bid Form must be completed in its entirety. Failure to fully complete and submit the required certification will be considered an informality and may render the Bid non-responsive.
- B. More than one Bid from the same Bidder, whether or not the same or different names appear on the signature page, will not be considered. Reasonable proof for believing that a Bidder is interested in more than one Bid for the Work contemplated will cause the rejection of all Bids made by the Bidder directly or indirectly. Any or all Bids will be rejected if there is reason for believing that collusion exists among Bidders. (See Article 1.14 of this Section.)

1.11 DISQUALIFICATION OF BIDDERS

- A. Bidders whose Bids have been rejected because of evidence of collusion, as specified in Article 1.10 of this Section shall not be considered in future Bids for the same work and such Bidders may be disqualified from bidding on future work.

1.12 COMPETENCY OF BIDDERS

- A. No contract will be awarded except to a responsible Bidder who has been prequalified and certified in accordance with the Authority's "Procedures Governing Classifications and Rating of Prospective Bidders" and adjudged capable of performing the class of work contemplated, when bid amount added to the value of Bidder's uncompleted work already under contract with Authority would aggregate \$1,000,000 or more.
- B. When Bidder prequalification is not required, low Bidder or lowest responsible Bidder (if requested by Authority) shall submit within five business days after the opening of bids, a post-qualification statement, duly signed and sworn to, outlining Bidder's experience, equipment and financial resources, on forms prescribed or furnished by Authority. A Bidder who fails to comply with this requirement will not be considered for Award of the Contract.

1.13 MATERIAL GUARANTY

- A. Bidder may be required to furnish without expense to the Authority a complete statement of the origin, composition, and manufacture of any or all materials proposed to be used in the construction of the work, together with samples, which may be subjected to the test required by Authority to determine the quality and fitness of the material.

1.14 CONSIDERATION OF BIDS

- A. Authority reserves the right to reject any or all Bids, to waive technicalities, to advertise for new Bids, or proceed to do the Work as may be deemed to be in the best interests of the Authority.

1.15 AWARD OF CONTRACT

- A. Contract will be awarded by Authority subject to the reservations of Article 1.14, within 60 days after the opening of Bids, to the lowest responsible and eligible Bidder. However, for Contracts requiring

concurrence by other State or Federal agencies, the Contract will be awarded 60 days from the opening of Bids. The successful Bidder will be notified in writing by mail or otherwise that Bid has been accepted and that Contract has been awarded.

- B. Basis of Award. The Contract will be awarded by the Authority subject to the reservations of Section 00100 Article 1.14 as specified above, within 60 calendar days after opening of Bids to the lowest responsible and eligible Bidder whose Total Estimated Contract Bid Price, based upon the proposed schedule [of unit, lump sum, and allowance] Bid Prices, is the lowest Bid received.

1.16 CANCELLATION OF AWARD

- A. Authority reserves the right to cancel the award of any contract at any time before the execution of the said contract by all parties without any liability against the Authority.

1.17 RETURN OF BID GUARANTY

- A. Bid Guaranty in the form specified in Article 1.7, will be returned within five days following opening of Bid, for all bidders except the two lowest bidders.
- B. Bid Guarantees of lowest bidder and second lowest bidder will be retained until execution of the contract, previous to which, however, either Bidder who submitted cash, certified check, treasurer's or cashier's check as Bid Guaranty, may substitute a bid bond in an acceptable form furnished by a surety or insurance company licensed or authorized by the Massachusetts Division of Insurance to engage to the business of surety in the Commonwealth and satisfactory to the Authority.
- C. After 60 days from the opening of Bids (as specified in Article 1.15), low Bidder may withdraw the Bid and request return of the Bid Guaranty, in which case Bid Guaranty of lowest Bidder and second lowest Bidder will be returned and second lowest Bidder's Bid shall not be considered or award. After 60 days from the opening of Bids (as specified in Article 1.15), second lowest Bidder may withdraw the Bid and request return of the Bid Guaranty, in which case only Bid Guaranty of second lowest Bidder will be returned.

1.18 CONTRACT BONDS REQUIRED

- A. Labor and Materials Payment Bond in the amount of 50 percent of the Contract will be required to be furnished by the Contractor to Authority as security for payment by the Contractor and subcontractors for labor, materials, and rental of equipment. Said security shall remain in force until the validity of all claims shall be determined and if valid, paid by the surety.
- B. Name of the agency or agent writing these bonds shall be identified with or on the bond.
 - 1. Surety may be a bond in an acceptable form furnished by a surety or insurance company licensed or authorized by the Massachusetts Division of Insurance to engage in the business of surety in the Commonwealth and satisfactory to the Authority.
 - 2. All Alterations, extensions of time, extra work and any other changes authorized under these specifications, or under any part of the Contract may be made without obtaining the consent of the surety or sureties on the Contract Bonds.

1.19 EXECUTION OF CONTRACT

- A. Successful Bidder shall execute and deliver the Contract and furnish the required surety and

certificate of insurance to Authority within 10 days after the date of the Notice of Award.

- B. Contract shall be in writing and shall be executed in the number of copies required by the Authority. One fully executed copy will be delivered to the Contractor.

1.20 FAILURE TO EXECUTE CONTRACT

- A. Should successful Bidder fail to execute the Contract and furnish the surety and certificate of insurance within the time stipulated, Authority may, at its option, determine that Bidder has abandoned the Contract and thereupon Bid and acceptance shall be null and void. Guaranty accompanying Bid shall be retained and collected by Authority. It is agreed that this Article shall be construed and treated by the parties to the Contract not as imposing a penalty upon said Contractor for failing to fully execute The Contract as agreed on or before the time specified in Bid, but as liquidated damages to compensate Authority for additional costs incurred by Authority because of the failure of the Contractor to fully execute the Contract on or before the date specified in Bid.

1.21 INTERPRETATIONS OF BID DOCUMENTS

- A. All questions about the meaning and intent of Bid Documents shall be submitted in writing, to the Capital Delivery Project Manager of the Massachusetts Bay Transportation Authority, at the address specified in the Notice to Bidders. To be given consideration, all questions must be received at least 10 days prior to the date fixed for the opening of Bids. An interpretation of all questions which Authority elects to give will be issued by written Addenda. Only questions answered by formal written Addenda will be binding. Oral communications or interpretations will be without binding legal effect. Addenda will be mailed, by certified mail with return receipt requested, to all who obtained Bid Documents. All Addenda so issued shall become part of the Bid Documents. Obvious discrepancies in Bid Documents which are not addressed by a Bidder in accordance with the above procedure will be construed against the successful Bidder should a dispute arise.
- B. A separate copy of the questions referring to meaning and intent of the Bid Documents shall be mailed to the Project Manager, at the address specified in the Notice to Bidders, and to be given consideration must be received at least 10 days prior to the date fixed for the openings of Bids. All interpretations the Authority elects to give will be made in the form of written Addenda to the Contract Documents, which Addenda shall become a part of the Bid Documents. The Addenda will be mailed to all persons who obtained Bid Documents in the manner described in the Notice to Bidders.

1.22 MASSACHUSETTS SALES AND USE TAX LAW OF 1967

- A. Attention of Bidders is directed to the Massachusetts Sales Tax, Chapter 64H, Section 6, and the Massachusetts Use Tax, Chapter 64I, Section 7, which state that these taxes are not applicable to the sales of construction materials and supplies incorporated, consumed, employed or expended in Construction Contracts of this Authority. This exemption is also applicable to rental charges for construction vehicles, equipment and machinery rented, specifically for use on the site of the Authority's construction projects. Bidders are directed to exclude any allowance for Sales or Use Tax from their Bids as said tax would relate to the foregoing specific categories.

1.23 COVID-19 PANDEMIC GUIDELINES AND PROCEDURES COMPLIANCE

- A. Please be advised that all bidders shall be in compliance in accordance with the Commonwealth of Massachusetts COVID-19 Guidelines and Procedures for all Construction Sites and Workers all Public Work, issued May 25, 2020 as amended. Bids shall be prepared consistent with these

Guidelines and the Contactor and its subcontractors shall implement and follow all of the Commonwealth and MBTA issued COVID- 19 Guidelines and Procedures at all times.

- B. It is the Contractor's responsibility to stay current with any changes or addendums issued to these guidelines. For copies of the guidelines go to:

<https://www.mass.gov/covid-19-guidelines-and-procedures-for-all-construction-sites-and-workers-at-all-public-work>

1.24 DISADVANTAGED BUSINESS ENTERPRISE PARTICIPATION PROVISION

Not Applicable to this Contract

1.25 BUY AMERICA

Not Applicable to this Contract

1.26 FUEL AND ASPHALT PRICE ADJUSTMENT CLAUSE

- A. Should this Contract contain a fuel and asphalt price adjustment clause, the Supplementary Conditions of the Contract Specifications will provide information for baseline prices and application guidelines.

1.27 PREBID CONFERENCE

- A. A virtual prebid Conference will be held on **November 10, 2022** at 10:00 a.m.. Details regarding the pre-bid conference will be provided upon request of the specifications. It is imperative that prospective Bidders have a representative attend this meeting. Any request for interpretation of specifications should be submitted in writing at the same time.

1.28 NOT USED

1.29 EQUAL EMPLOYMENT OPPORTUNITY (EEO)

- A. Attention of all Bidders is directed to Section 00800 Paragraph X of the Supplementary Conditions. Compliance with these Specifications requires completion in full of the certification contained in the electronic bid package. Failure to comply fully and submit the required Certification may render the Bid non-responsive.

1.30 BIDDER STATUS IDENTIFICATION

- A. Bidder's attention is directed to the applicable folder in the electronic bid package regarding status identification. Bidders are advised that the applicable section of the above must be complete in its entirety.

1.31 CERTIFICATION OF DUMPING FACILITIES *(Include this Article only if applicable)*

- A. Bidders are advised that the Certification of Dumping Facilities folder in the electronic bid package must be completed in its entirety.

1.32 RIGHT-TO-KNOW LAW

- A. Bidders are advised that the Right-to-Know Law Certification folder in the electronic bid package must be completed in its entirety.

1.33 APPEALS AND PROTEST PROCEDURES

- A. **Introduction** -The following procedures apply to all MBTA procurements, including those that originate from and are the responsibility of the Procurement and Logistics Department (Goods and Services Purchases) and the Capital Delivery Department (Construction and Professional Services contracts). Interested parties (Interested Party means an actual or prospective bidder, proposer or offer or whose direct economic interest would be affected by the award of a contract or by the failure to award a contract) must follow the procedures specified for the particular procurement that is being appealed/protested. In the event that an interested party has an appeal/protest for a procurement/contract that involves an area of responsibility not identified herein, the appeal/protest must be sent to the MBTA's Chief of Staff, General Manager's Office, Ten Park Plaza, Boston, for review. A protest will be processed in the time frames and structure as specified below. In addition, the MBTA will disclose information regarding the protest to the Federal Transit Administration (FTA) in writing.

B. PRE-BID APPEALS – CONSTRUCTION AND PROFESSIONAL SERVICES

1. If it is the opinion of any interested party that the Specifications/Scope of Work or any other requirement of the proposed procurement are in any way ambiguous, incorrect, incomplete or restrictive, the interested party shall contact the Authority, in writing, via U.S. Mail and facsimile, at least ten (10) business days prior to the bid opening date or proposal submittal date. The letter should be addressed to the Director of Contract Administration of the MBTA at 10Park Plaza, Boston, MA 02116. The letter should identify the procurement that is underway (Contract/RFP number and description) and the specific issue to be addressed. Any protest about the content of a specification is waived if not filed prior to the bid opening or proposal submittal date. The Director of Contract Administration will review the interested party's protest and will respond, in detail, to each substantive issue raised by the interested party within three (3) business days. If the matter requires further evaluation, the Director of Contract Administration will notify the protesting party in writing (by facsimile and U.S. Mail) of the extended review period. A final response will be issued by the Director of Contract Administration upon final review of the matter. One of the following steps will be taken prior to the bid opening date or proposal submittal date:
 - a. The Authority may elect to conduct an informal conference on the merits of a protest with interested parties;
 - b. If, upon review, the Authority determines that a change should be made to the specification and/or the bid documents, an addendum will be issued to all interested parties;
 - c. If the Authority determines that no change should be made to the specification and/or the bid documents, but that it is necessary to clarify any point made by the interested party, a Letter of Clarification will be issued to all interested parties; or
 - d. If the Authority determines that neither a change nor a clarification should be made to either the specification or the bid documents, then, the interested party should be notified in a timely fashion in writing (by facsimile and telephone, if possible) of the Authority's determination.
2. If the interested party does not believe that the response addressed his/her concerns, he/she may appeal this decision to the General Counsel, in writing, prior to the bid opening date or the proposal submittal date. The matter will be reviewed and a response will be made in accordance with steps a. through d. above. The bids or proposals may

be opened and the Authority may elect to proceed with an award during the pendency of a protest, if the Authority determines that:

- a. The items to be procured are urgently required; or
- b. Delivery or performance will be unduly delayed by failure to make the award promptly; or
- c. Failure to make prompt award will otherwise cause undue harm to the MBTA.

1. ONCE THE GENERAL COUNSEL'S DETERMINATION HAS BEEN MADE, THE AUTHORITY'S DECISION IS FINAL AND WILL NOT BE RECONSIDERED UNLESS THERE IS ADDITIONAL INFORMATION WHICH WAS NOT AVAILABLE TO THE APPEALING PARTY AT THE TIME THE APPEAL WAS MADE.

C. POST APPEALS –CONSTRUCTION & PROFESSIONAL SERVICES

1. Post Bid appeals by an interested party shall be made in writing via U.S. Mail and facsimile within three (3) business days of the bid opening date or the notification date of a selected proposer and shall be made as follows:
 - a. The initial protest or appeal shall be made to the Director of Contract Administration of the MBTA at 10 Park Plaza, Boston, MA 02116, who will collect the factual information pertaining to the appeal.
 - b. After discussion and appropriate review, the Director Contract Administration will forward a recommendation to the Assistant General Manager for Design and Construction (AGM).
 - c. If the AGM does not concur with the recommendation-, the AGM will obtain any other additional information required so that a determination can be made, at which time the interested party will be notified in writing of the Authority's determination within five (5) business days. If the matter requires further evaluation, the AGM will notify the protesting party in writing (by facsimile and U.S. Mail) of the extended review period. A final response will be issued by the AGM upon final review of the matter.
 - d. If the interested party does not agree with the determination, he/she may appeal directly to the Authority's General Counsel in writing within three (3) business days of the AGM's determination.
 - e. The General Counsel will review all facts of the appeal and will make a final determination and will advise the interested party of his decision within five (5) business days. If the matter requires further evaluation, the General Counsel will notify the protesting party in writing (by facsimile and US Mail) of the extended review period. A final response will be issued by the General Counsel upon final review of the matter.
2. ONCE THE GENERAL COUNSEL'S DETERMINATION HAS BEEN MADE, THE AUTHORITY'S DECISION IS FINAL AND WILL NOT BE RECONSIDERED UNLESS THERE IS ADDITIONAL INFORMATION WHICH WAS NOT AVAILABLE TO THE APPEALING PARTY AT THE TIME THE APPEAL WAS MADE.

D. GENERAL INSTRUCTIONS/ INFORMATION

1. In the event that the subject contract procurement is federally funded, all prospective interested parties are notified of the following:
 - a. FTA's review of the protest will be limited to the MBTA's failure to have or follow its written protest procedures. The appeal to FTA must be received by the cognizant FTA

regional or Headquarters Office within five (5) working days of the date the protester knew or should have known of the violation. The protest/appeal is to be in accordance with FTA Circular 4220.1F (as periodically updated).

- b. Note: The interested party must exhaust all administrative remedies with the MBTA before electing to pursue a protest with the Federal Transit Administration (FTA).

2. In the event that a protest is pending:

- a. The MBTA reserves the right to proceed with the procurement, which may include the opening of bids or proposals and the subsequent award of a contract, regardless of the existence of a protest that is pending, in the event that a determination has been made that:

- 1. The supplies or services to be contracted for are urgently required;
- 2. Delivery or performance will be unduly delayed by failure to make award promptly;
- 3. Failure to make a prompt award will otherwise cause undue harm to the MBTA or the Federal Government.

- 3. If award is made, the procurement file will be documented to explain the basis of award. Written notice of the decision to proceed with the award will be sent to the protester and other interested parties.

1.34 STANDARD PLANS (*Not Used*)

1.35 CERTIFICATION OF CONSTRUCTION EQUIPMENT STANDARD COMPLIANCE

- A. The contractor certifies that all diesel construction equipment used in this contract shall have emission control devices installed, such as oxidation catalysts or particulate filters on the exhaust system side of the diesel combustion engine equipment.
- B. Bidders are advised that the MBTA Construction Equipment Standard Compliance folder in the electronic bid package must be completed in its entirety

1.36 CERTIFICATION OF UNDOCUMENTED WORKERS

- A. The contractor certifies that all workers and employees used in this contract are legally documented workers and that the Contractor has verified the immigration status of all workers assigned to the Contract.
- B. Bidders are advised that the MBTA Contractor Certification for Undocumented Workers folder in the electronic bid package must be completed in its entirety

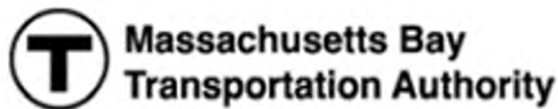
1.37 OSHA TRAINING CERTIFICATION

Attention of all Bidders regarding worker safety training. Compliance with these Specifications requires completion in full of the certification contained in the electronic bid package. Failure to comply fully and submit the required Certification may render the Bid non-responsive.

1.38 CONTRACTOR CERTIFICATION MBTA RETIREE PARTICIPATION DISCLOSURE

- A. Bidders are advised that the MBTA Contractor Certification for MBTA Retiree Participation Disclosure folder in the electronic bid package must be completed in its entirety

END OF SECTION



COVID-19 Guidelines and Procedures for All Construction Sites

MBTA Staff/Visitor Employee Self-Certification

Project Number (Print)	Project Name (Print)
Name (Print)	Role (Print)

I, the above named employee, certify that I:

- Have no signs of a fever or a measured temperature above 100.3 degrees or greater, a cough or trouble breathing within the past 24 hours;
- Have not had "close contact" with an individual diagnosed with COVID-19. "Close contact" means living in the same household as a person who has tested positive for COVID-19, caring for a person who has tested positive for COVID-19, being within 6 feet of a person who has tested positive for COVID-19 for about 15 minutes, or coming in direct contact with secretions (e.g., sharing utensils, being coughed on) from a person who has tested positive for COVID-19, while that person was symptomatic;
- Have not been asked to self-isolate or quarantine by my doctor or a local public health official.

I understand that if I am exhibiting any symptoms of COVID-19, such as fever, cough, shortness of breath or a sore throat, or if I cannot certify the truthfulness of any of the above statements, that I am to inform my supervisor and should leave the worksite immediately and seek medical attention.

Form needs to be submitted to the MBTA's Representative on site.

Signature

Date

Massachusetts Bay Transportation Authority PROPOSAL FOR

Letting ID: 20221208
12/08/2022 02:00:00 PM

Contract ID: R90CN02
Call: 001

Submitted by

Edward Paige Corporation/5581
661 Main Street

Norwell, MA 02061

Line Number	Item Number	Quantity	Unit	Unit Price	Extension Price
Section 0000					
Base Items					
0001	0130429	1.00	AN	\$50,000.00	\$50,000.00
	TRAFFIC OFFICERS SERVICES				
0002	0216114	40.00	SY	\$600.00	\$24,000.00
	SHALLOW PATCH (LESS THAN 100 SY)				
0003	0222003	228.00	CY	\$500.00	\$114,000.00
	UNCLASSIFIED EXCAVATION				
0004	0222506	114.00	CY	\$200.00	\$22,800.00
	GRAVEL BORROW FOR SIDEWALK				
0005	0250118	90.00	EA	\$584.00	\$52,560.00
	CATCH BASIN OR MANHOLE ADJUSTED				
0006	0261407	95.00	SY	\$700.00	\$66,500.00
	CEMENT CONCRETE PAVEMENT AND BASE				
0007	0262180	317.00	LF	\$100.00	\$31,700.00
	GRANITE CURB STRAIGHT				
0008	0262185	106.00	LF	\$120.00	\$12,720.00
	GRANITE CURB CURVED				
0009	0262249	106.00	LF	\$120.00	\$12,720.00
	STRAIGHT GRANITE TRANSITION CURB FOR PEDESTRIAN RAMPS				
0010	0262701	950.00	LF	\$65.00	\$61,750.00
	CURBING - REMOVE AND RESET				
0011	0263015	950.00	SY	\$275.00	\$261,250.00
	CONCRETE SIDEWALK				
0012	0263118	342.00	SF	\$80.00	\$27,360.00
	TACTILE WARNING STRIP- CAST IRON				
0013	0263151	95.00	SY	\$600.00	\$57,000.00
	CONCRETE DRIVEWAY				
0014	0263162	190.00	SY	\$600.00	\$114,000.00
	CONCRETE SIDEWALKS - WHEEL CHAIR ACCESS				
0015	0354003	855.00	SF	\$10.00	\$8,550.00
	EPOXY BONDING COMPOUND				
0016	6500000	1.00	RA	\$140,000.00	\$140,000.00
	RISK ALLOWANCE				
Section 0000 Total					\$1,056,910.00
Item Total					\$1,056,910.00

MASSACHUSETTS BAY TRANSPORTATION AUTHORITY
TRANSPORTATION BUILDING
10 PARK PLAZA
BOSTON, MASSACHUSETTS 02116-3975
FORM FOR BID
TO THE MASSACHUSETTS BAY TRANSPORTATION AUTHORITY

The undersigned hereby declares to have carefully examined the annexed form of Contract, Specifications and Plans therein referred to and also the sites upon which the Project Work is to be performed.

The undersigned proposes to furnish all labor, materials, and equipment required for Massachusetts Bay Transportation Authority Contract No. R90CN02 On Call Concrete Repairs 2 Systemwide for the Massachusetts Bay Transportation Authority in accordance with the Plans and Specifications prepared by MBTA DESIGN CONSTRUCTION of Boston MA for the unit price, lump sum and allowance prices specified in the Schedule of Bid Prices, subject to additions and deductions according to the terms of the Specifications.

Accompanying this Bid Form is a bid deposit in the amount of five (5) percent of the value of the bid which shall become the property of the Massachusetts Bay Transportation Authority if, in case this Bid shall be accepted by said Authority, the undersigned shall fail to comply with the applicable statutes or fail as required hereby to execute the Contract with, and furnish bonds and certificates to, said Authority, within the time provided.

The undersigned also hereby declares that he is the only person interested in this Bid; that it is made without any connection with any other persons making any Bid for the same Work; that no person acting for, or employed by, the Massachusetts Bay Transportation Authority is directly or indirectly interested in this Bid, or in any contract which may be made under it, or in expected profits to arise there from; and it is made without directly or indirectly influencing or attempting to influence any other person or corporation to bid or to refrain from bidding or to influence the bid of any other person or corporation and that this Bid is made in good faith, without collusion or connection with any person bidding for the same work; and that this Bid is made with distinct reference and relation to the Plans and Specifications prepared for this case and herein mentioned. The undersigned declares that in regard to the conditions affecting the work to be done and the labor and materials needed, this Bid is based solely on his own investigation and research and not in reliance upon any plans, surveys, measurements, dimensions, calculations, estimates or representations of any employee, officer, or agent of the Authority.

If the Bidder is a foreign corporation it agrees, in case this Bid is accepted, to comply with the applicable provisions of Massachusetts General Laws, Chapter 181, before the time for execution of the Contract, as hereinafter provided, occurs.

The undersigned proposes and agrees that, if within sixty (60) calendar days after the opening of bids, notice that the Bid has been accepted by the

Authority shall be mailed to him at the business address given below, he shall execute the Contract and furnish a Performance Bond and also a Labor and Materials Payment Bond for the full amount of the Contract price, within ten (10) calendar days after the date of the Notice of Award.

The undersigned agrees to commence work within fifteen (15) calendar days from the date of the mailing of the executed Contract to the Contractor (Section 00700 of these Specifications) unless otherwise ordered in writing by the Engineer; and he shall complete the entire Work, fully and acceptably, as stipulated in Section 00700 Article 6.2 of the Project Specification.

The undersigned covenants that he has not employed or retained any company or person (other than a full time bona fide employee working for the Contractor) to solicit or secure this Contract, and that he has not paid or agreed to pay any company or person (other than such an employee) any gift, fee, contribution, percentage, or brokerage fee contingent upon or resulting from the award of this Contract. The Contractor warrants, represents and agrees that during the time this Contract is in effect, neither it nor any affiliated company, as hereinafter defined, participates in or cooperates with an international boycott, as defined in Section 999 (b) (3) and (4) of the Internal Revenue Code of 1954, as amended, or engages in conduct declared to be unlawful by Section 2 of Chapter 151E, Massachusetts General Laws. If there shall be a breach in the warranty representation and agreement contained in this paragraph, then without limiting such other rights as it may have, the MBTA shall be entitled to rescind this Contract. As used herein, an affiliated company shall be any business entity of which at least 51 percent of the ownership interests are directly or indirectly owned by the Contractor or by a person or persons or business entity or entities directly or indirectly owning at least 51 percent of the ownership interests of the Contractor, or which directly or indirectly owns at least 51 percent of the ownership interest of the Contractor.

Yes I agree to all of the conditions and stipulations listed above.

ACKNOWLEDGEMENT OF ADDENDA

The undersigned acknowledges receipt of 1 addenda. (fill in #)

Bidder acknowledges and affirms that he/she has obtained and applied all addenda issued during the bidding period. Yes

ELIGIBLE CONTRACTOR CERTIFICATION - BOND

A BIDDER WILL NOT BE ELIGIBLE FOR AWARD OF A CONTRACT UNDER THIS INVITATION FOR BIDS UNLESS SUCH BIDDER HAS SUBMITTED AS A PART OF ITS BID THE FOLLOWING CERTIFICATION PERTAINING TO INELIGIBLE CONTRACTORS WHICH WILL BE DEEMED A PART OF THE RESULTING CONTRACT.

The Edward Paige Corporation hereby certifies that (Name of Individual or Concern submitting this bid)

IT IS NOT INCLUDED on the Commonwealth of Massachusetts - EOAF/DCPO - List of Debarred or Suspended Contractors, or the Concerns on Debarment List from the Massachusetts Attorney General's Fair Labor and Business Practices Division.

Robert Schuster
(Name of Authorized Representative of Bidder)

EEO CERTIFICATION AND DBE ASSURANCE

It is a condition of this Contract, and shall be made a condition of each subcontract entered into pursuant to this Contract, that the Contractor and any subcontractor shall not require any laborer or mechanic employed in performance of the Contract to work in surroundings or under working conditions which are unsanitary, hazardous or dangerous to his health or safety, as determined under construction safety and health standards (Title 29, Code of Federal Regulations, Part 1518, published in the Federal Register on April 17, 1971) promulgated by the United States Secretary of Labor, in accordance with Section 107 of the Contract Work Hours and Safety Standards Act, (83 Stat. 96).

The undersigned hereby certifies that he is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed on the work.

The bidder hereby certifies he shall comply with the minority manpower ratio and specific action steps contained in the Appendices of the Supplementary Conditions in this Contract. The Contractor receiving the award of the Contract shall be required to obtain from each of its subcontractors and submit to the Contracting or administering agency prior to the performance of any work under said Contract a certification by said subcontractor, regardless of tier, that it will comply with the minority manpower ratio and specific affirmative action steps contained in these Appendices.

THE BIDDER ALSO CERTIFIES AND ASSURES THAT HE WILL MAKE SUFFICIENT REASONABLE EFFORTS TO MEET THE DISADVANTAGED BUSINESS ENTERPRISE (DBE) STATED GOAL ESTABLISHED FOR THIS CONTRACT.

Full name and address of the individual or concern submitting this bid:

Company Name: Edward Paige Corporation/5581
Address Line 1: 661 Main Street
Address Line 2:
City/State/Zip: Norwell, MA 02061
Title: Other Duly Authorized Official
Date: 120722 (mm/dd/yy)

NOTICE: The person's title should be given, such as "owner" in the case of an individual, "partner" in the case of a general partnership, "president", "treasurer" or other authorized officer in the case of a Corporation.

BIDDERS MUST SET FORTH, ACCURATE AND COMPLETE INFORMATION AS REQUIRED BY THIS SOLICITATION. FAILURE TO DO SO MAY RENDER THE OFFER NONRESPONSIVE OR UNACCEPTABLE.

BIDDER'S DATA INCLUDING BUSINESS TYPE

NOTE: If the Bidder is a corporation, indicate state of incorporation; if a partnership, give full Names and addresses of all partners; if an individual, give residential address if different from business address; and if joint ventures, give names and addresses of all firms of the joint venture.

If a Corporation Incorporated in what State: Massachusetts

President:
Melissa Pegurri

Treasurer:
Melissa Pegurri

Secretary:
Joe Pegurri

If a Partnership (Name all Partners):

Name of Partner:

Residence:

Name of Partner:

Residence:

If an Individual:

Name:

Residence:

If an Individual Doing Business Under a Firm Name:

Name of Firm:

Name of Individual:

Business Address:

Residence:

If a Joint Venture:

Name of Venture:

Business Address:

Name of Firm or Corporation:

Address:

Name of Firm or Corporation:

Address:

Name of Firm or Corporation:

Address:

Name of Firm or Corporation:

Address:

If any of the joint ventures is a corporation a copy of the vote of the corporation authorizing the joint venture should be submitted to the MBTA.

The proposed surety on the bond to be given is:

Name:
Employers Mutual Casualty Company

Home Office Address Line 1:
P.O. Box 712

Home Office Address Line 2:

City/State/Zip:
Des Moines IA 50306

Massachusetts Address Line 1 (If Different):

Massachusetts Address Line 2 (If Different):

City/State/Zip:

AFFIDAVIT OF NON-COLLUSION

State of Massachusetts

ss. : (Date) 120722 (mm/dd/yy)

County Plymouth

The undersigned being duly sworn, deposes and says that he is the Other Duly Authorized Official of a corporation

of Edward Paige Corporation
(Name of bidders as appearing in submitted bid)

for work in Boston (City/Town) on 120822 (mm/dd/yy); (opening date of bids)

and certifies under penalties of perjury that this bid is in all respects bona fide, fair and made without collusion or fraud with any other person. As used in this paragraph the word "person" shall mean any natural person, joint venture, partnership, corporation or other business or legal entity.

Name of Person Making Affidavit:
Robert Schuster

120722 (mm/dd/yy)
Date

A BIDDER WILL NOT BE ELIGIBLE FOR AWARD OF ANY CONTRACT UNDER THIS INVITATION FOR BIDS UNLESS SUCH BIDDER HAS SUBMITTED AS PART OF ITS BID THE FOLLOWING CERTIFICATION WHICH WILL BE DEEMED A PART OF THE RESULTING CONTRACT.

RIGHT-TO-KNOW LAW
CERTIFICATION

The Bidder hereby certifies that, if awarded this Contract, he will fully comply with the Massachusetts Right-to-Know Law, c. 470 of the Acts of 1983, (the Act.).

In addition, he shall:

1. Obtain a Material Safety Data Sheet, (MSDS), for all substances or mixtures of substances which appear on the Massachusetts Substance List that he or any of his subcontractors brings to or uses on the worksite and will keep a copy of that MSDS on the worksite of this Contract.
2. Label each container of a substance or mixture of substances on the Massachusetts Substance List as required in §7 of the Act.
3. Provide the same training and non-technical instruction that he is required to provide under §15 of the Act to all MBTA employees who are exposed to the substance or to the mixture of substances. Training shall include instruction on the nature and effects of any substance or mixture of substances listed on the Massachusetts Substance List which the Bidder or any of his subcontractors brings to or uses on the worksite.
4. Provide to MBTA employees on the worksite the same protective equipment that the Bidder or any of his subcontractors provides to his employees.

Yes I agree to all stipulations listed above.

Authorized Representative of Bidder: Edward Paige Corporation

Address of Bidder Line 1: 661 Main Street

Address of Bidder Line 2:

City/State/Zip: Norwell, MA 02061

CERTIFICATION OF DUMPING FACILITIES

I, Robert Schuster,
certify that I have adequate dumping facilities available at:

Address Line 1:
25 Pond Street
Address Line 2:
Unit 9
City/State/Zip:
Hanover, MA 02339

and that these facilities will be used in connection with work undertaken on
this Contract and that such use will be in a manner compliant with State and
Local requirements.

Authorized Representative of Bidder: Edward Paige Corporation

Address of Bidder Line 1: 661 Main Street
Address of Bidder Line 2:
City/State/Zip: Norwell, MA 02061

Date: 120722 (mm/dd/yy)

CERTIFICATION OF EXAMINATION OF AVAILABLE SUBSURFACE DATA

Bidder certifies that it has either examined (yes) or not examined (no) the available Subsurface Conditions Data listed in Article 1.4 of the Instruction to Bidders.

A. GEOTECHNICAL N/A

B. ENVIRONMENTAL N/A

Authorized Representative of Bidder:
Robert Schuster

Name of Firm or Corporation: Edward Paige Corporation

Address of Bidder Line 1: 661 Main Street

Address of Bidder Line 2:

City/State/Zip: Norwell, MA 02061

Date: 120722 (mm/dd/yy)

CERTIFICATION OF CONSTRUCTION EQUIPMENT STANDARD COMPLIANCE

I, Robert Schuster,

Name of Authorized Representative of Bidder

hereby certify that all diesel construction equipment used in this contract has emission control devices installed, such as oxidation catalysts or particulate filters on the exhaust system side of the diesel combustion engine equipment.

Name of Authorized Representative of Bidder:
Robert Schuster

Address of Bidder Line 1: 661 Main Street
Address of Bidder Line 2:
City/State/Zip: Norwell, MA 02061

Date: 120722 (mm/dd/yy)

CERTIFICATION OF UNDOCUMENTED WORKERS

Contractor Legal Name:
Edward Paige Corporation

INSTRUCTIONS:

Executive Order 481 applies to all state agencies in the Executive Branch, including all executive offices, boards, commissions, agencies, departments, divisions, councils, bureaus, and offices, now existing and hereafter established. As it is the policy of the Executive Branch to prohibit the use of undocumented workers in the connection with the performance of state and federal contracts, all contracts entered after February 23, 2007 require that consultants, contractors and vendors, as a condition of receiving Commonwealth funds under any Executive Branch contract, make the following certification:

As evidence by the signature of the Authorized Signatory below, the Contractor certifies that under the pains and penalties of perjury that the Contractor shall not knowingly use undocumented workers in the connection with the performance of all Executive Branch contracts; that pursuant to federal requirements, the Contractor, shall verify the immigration status of all workers assigned to such contract without engaging in unlawful discrimination; and that the Contractor shall not knowingly or recklessly alter, falsify, or accept altered or falsified documents from any such worker(s). The Contractor understands and agrees that breach of any of these terms during the period of each contract may be regarded as a material breach, subjecting the Contractor to sanctions, including but not limited to monetary penalties, withholding of payments, contract suspension or termination.

Date: 120722 (mm/dd/yy)

Print Name:
Robert Schuster

Title: Other Duly Authorized Official

Telephone: 781-277-7122

Fax: 781-281-8456

Email: estimating@edwardpaige.com

The Contractor is required to fill out this Certification only and may provide a copy of the signed Certification for any contract executed with Executive Branch Department. A copy of this Certification must be attached to the "record copy" of all contracts with Contractors with the Contracting Department.

CERTIFICATION OF WORK IN HARMONY AND OSHA TRAINING

M.G.L. Chapter 30, Section 39S-Certification of Work in Harmony and OSHA Training

By signing this and submitting this bid or proposal, the prospective participant is providing the signed certification set out below.

The undersigned certifies under penalties of perjury, as required by M.G.L. Chapter 30, Section 39S: That the contractor is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed in the work; (2) that all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee; and (3) that all employees to be employed in the work subject to this bid have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration.

Additionally, the contractor shall comply with provisions set forth in Chapter 30 Section 39S and referenced in Specification 07000 - General Conditions, Section 5.15.K.2. Please note that this certification must be passed on to any and all contracts and subcontracts between the General Contractor and other parties.

Date: 120722 (mm/dd/yy)

Authorized Bidder:
Edward Paige Corporation, Robert Schuster

Title: Other Duly Authorized Official

Address of Bidder Line 1: 661 Main Street
Address of Bidder Line 2:
City/State/Zip: Norwell, MA 02061

CONTRACTOR CERTIFICATION
MBTA RETIREE PARTICIPATION DISCLOSURE

In accordance with the MBTA Hiring of MBTA Retirees Policy, Section 3.3 dated June 5, 2009, THE CONTRACTOR IS REQUIRED TO NOTIFY THE MBTA THAT A MBTA RETIREE HAS BEEN INCLUDED AS A MEMBER OF ITS TEAM.

Every contractor is required to notify the MBTA as part of the bidding process that a MBTA retiree will be included as a member of its team. The contractor shall be required to provide the name and date of retirement for each MBTA retiree on the team. Every MBTA retiree working for the MBTA under this condition shall do so in accordance with MGL, Chapter 268A, Section 5.

The Contractor certifies that the following MBTA Retirees are assigned to the team for this contract. Use additional pages as necessary.

Project Name: On Call Concrete Repairs 2 Systemwide

Firm Name	Retiree Name	MBTA Retirement Date
		(mm/dd/yy)
		(mm/dd/yy)
		(mm/dd/yy)
		(mm/dd/yy)
		(mm/dd/yy)

Authorized Bidder:
Edward Paige Corporation, Robert Schuster

Title: Other Duly Authorized Official

Name of Firm or Corporation: Edward Paige Corporation

Date: 120722 (mm/dd/yy)

Massachusetts Bay Transportation Authority
BID BOND

☒ Paid by certified check / submitted paper bond / bond is not required for this bid

Bidders paying by certified check or submitting paper bond forms must e-mail a copy of the certified check or bond forms to MBTABidBonds@MBTA.com prior to the bid opening date and time.

**Electronic Bid Bond #:

**Surety Registry Agency:

Surety Company:

** = Required

KNOW ALL MEN BY THESE PRESENTS THAT as principal, and , as surety, who is duly licensed to act as surety in the Commonwealth of Massachusetts, are held and firmly bound unto the Commonwealth of Massachusetts through as obligee. Not to be less than 5% of the bid price, lawful money of the United States of America, for the payment of which, well and truly to be made, we bind ourselves, our heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents.

The condition of the above obligation is such that whereas the Principal has submitted to the Obligee/Owner a certain Bid, attached hereto and hereby made a part hereof, to enter into a contract in writing for the:

R90CN02/On Call Concrete Repairs 2 Systemwide

NOW, THEREFORE, THE CONDITION OF THE ABOVE OBLIGATION is such, that if the bid shall be rejected or if the principal shall be awarded the contract for which the bid is submitted and shall execute the contract and give bond for the faithful performance thereof within fourteen (14) days after the award of same to the principal, then this obligation shall be null and void; but if the principal fails to so execute such contract and give performance bond as required by MGL Chapter 30, 39M, the surety shall, upon demand, forthwith pay to the obligee the amount set forth in the first paragraph hereof. The Surety for value received, hereby stipulates and agrees that the obligations of said Surety and its bond shall in no way be impaired or affected by any extension of time within which the Obligee/ Owner may accept the Bid and said Surety waives notice of any such extension. Provided further, that the bid may be withdrawn as provided by Section 00200 Article 1.8 of the Standard Specifications.

CONTRACT AND BOND FORMS

CONTRACT

Individual Form 00510-2 - 00510-3

Corporation Form 00510-4 - 00510-5

LABOR AND MATERIALS PAYMENT BOND 00510-6

NOTE: Bond Forms are not to be filled out when submitting Bid Form.

(Corporation Form)

MASSACHUSETTS BAY TRANSPORTATION AUTHORITY

CONTRACT

Clause 1. - This agreement, made this Nineteenth day of January, in the year two thousand Twenty-Three, between the Massachusetts Bay Transportation Authority, and Edward Paige Corporation herein called the Contractor.

Clause 2. - Witnesseth, that the parties to this agreement, each in consideration of the agreement on the part of the other herein contained, do hereby agree, the Massachusetts Bay Transportation Authority for itself, and said Contractor for itself and its successors and assigns, as follows:

The Contractor agrees to furnish all equipment, machinery, tools and labor, to furnish and deliver all materials required to be furnished and delivered in and about the improvement and to do and perform all work under

MBTA Contract No. R90CN02, Systemwide Concrete Repairs 2, Systemwide, MA for a sum not to exceed
One Million Fifty Six Thousand Nine Hundred and Ten Dollars ((\$1,056,910.00))
based upon a schedule of unit, lump sum and allowance bid prices

in strict conformity with the provisions herein contained and of the Notice to Bidders, Bid Form, Supplementary Conditions, Addenda, and Specifications hereto attached, and with the plans referred to therein. All plans, Specifications, Supplementary Conditions, Notice to Bidders, Addenda, and Bid Form are hereby specifically made a part of this contract as fully and to the same effect as if the same had been set forth at length herein.

Clause 3. - In consideration of the foregoing premises the Massachusetts Bay Transportation Authority agrees to pay and the Contractor agrees to receive as full compensation for everything furnished and done by the Contractor under this contract, including all work required but not shown on the plans for the items herein mentioned, and also for all loss or damage arising out of the nature of the work aforesaid, or from the action of the elements (except as excluded in the Standard Specifications, Supplementary Conditions thereto) or from any delay or from an unforeseen obstruction or any difficulty encountered in the prosecution of the work, and for all risks of every description connected with the work, and for all expenses incurred by or in consequence of the suspension or discontinuance of the work as herein specified, and for well and faithfully completing the work, and the whole thereof, as herein provided, such prices as are set out in the accompanying Bid Form, and for all work required, for which there is no item in the Bid Form, such compensation as is provided for in the aforesaid Specifications.

In witness whereof, the said Contractor has caused these presents to be signed in its name and behalf and its corporate seal to be hereto affixed by

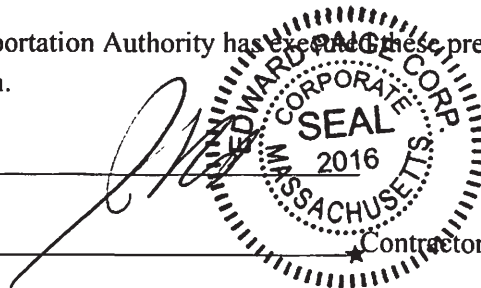
MELISSA PEGUARD Its PRESIDENT

and Joseph Peguero its V. PRESIDENT

thereto duly authorized, and the said Massachusetts Bay Transportation Authority has executed these presents by its authorized representatives on the year and day above written.

By: Melissa Peguero

EDWARD PAGE CORP



MASSACHUSETTS BAY TRANSPORTATION AUTHORITY
BY

DocuSigned by:
Eric LeGuelaff
B65816D7E21F4A0...

Eric LeGuelaff, P.E.
Deputy Chief of Small Projects



Maura Healey, Governor
Kimberley Driscoll, Lieutenant Governor
Gina Fiandaca, Secretary & CEO
Jeffrey Gonneville, Interim General Manager



January 11, 2023

Melissa Pegurri
President
Edward Paige Corporation
661 Main Street
Norwell, MA 02061

RE: MBTA Contract No. R90CN02, Systemwide Concrete Repairs 2, Systemwide, MA

Notice of Award

Dear Melissa Pegurri

Please be advised that the Massachusetts Bay Transportation Authority has awarded referenced contract to your firm. Accordingly, a contract will be prepared for an amount not to exceed \$1,056,910.00 based upon the schedule of unit, lump sum and allowance bid prices submitted December 8, 2022.

It is requested that arrangements be made for furnishing of insurance certificates and execution of the contract and bond forms by your firm and surety with Mr. Sean McDonnell, Director of Construction Contracts and Staff, in accordance with the requirements of Article 1.19, Instructions to Bidders, of the Standard Specifications.

You are further advised that, I, am designated as the Engineer in the management of this contract.

Sincerely,

DocuSigned by:
A handwritten signature in black ink that reads 'Eric Leguelaff'.
B65816D7E21F4A0...

Eric P. Leguelaff, P.E.
Deputy Chief of Small Project Program



Form A: Authorized Signatory

Vote of Corporation, Authorized Signatory

At a meeting of the Board of Directors of EDWARD PAIGE CORP., held on the 11 day of January, 2023, at which all the Directors were present or waived notice, it was VOTED, that, MELISSA PEGURRI, who is the duly elected PRESIDENT of this company be and hereby is authorized to execute contracts, bonds and other instruments in the name of and behalf of said company and affix its corporate seal thereto; and such execution by said MELISSA PEGURRI of any contract or other instrument or obligation in this company's name and on its behalf by such PRESIDENT of the company under seal, shall be valid and binding upon this company.

A True Copy Attest:

Clerk:

[Signature]

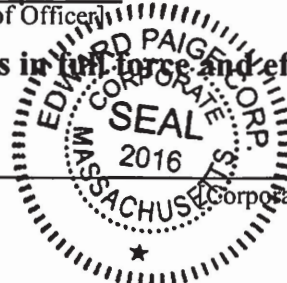
JOSEPH PEGURRI, VICE PRESIDENT

661 MAIN ST. NORFOLK MA, 01901

1/11/2023

I, JOSEPH PEGURRI, hereby certify that I am the Clerk of EDWARD PAIGE CORP. and that MELISSA PEGURRI is duly elected PRESIDENT of said company, and that the above vote has not been amended or rescinded and remains in full force and effect as of this date.

[Signature]
Clerk



LABOR AND MATERIALS PAYMENT BOND

Know all men by these presents, that Edward Paige Corporation 661 Main Street Norwell, MA 02061
 as principal, and Employers Mutual Casualty Company

_____ as surety, are held and
 firmly bond unto the Massachusetts Bay Transportation Authority (MBTA) in the sum of
Five Hundred Twenty Eight Thousand Four Hundred Fity Five and 00/100 (\$528,455.00)

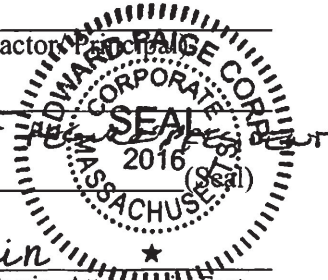
lawful money of the United States of America, to be paid to the MBTA, for which payments, well and truly
 to be made, we bind ourselves, our respective heirs, executors, administrators, successors and assigns, jointly
 and severally, firmly by these presents.

Whereas, the said principal has made a contract with the MBTA for the construction of MBTA Contract
 No. R90CN02, Systemwide Concrete Repairs 2, Systemwide, MA Now the condition of this obligation is such that
 if the principal and its subcontracts shall pay for all labor performed or furnished and for all
 materials and equipment used or employed in said contract and in: any and all duly
 authorized modifications, alterations, extensions, changes or additions thereto, all as set forth in
 Massachusetts General Laws, Chapter 149 Section 29 and Chapter 30 Section 39A, then this obligation
 shall become null and void; otherwise it shall remain in full force and virtue, the rights and obligations of
 the principal, the surety and claimants being as set forth in said M.G.L. c. 149 29.

The surety hereby stipulates and agrees that no change or modification in, or extension of time, or
 alterations or additions to the contract or in the work shall in any way affect its obligations on this Bond and
 does hereby waive notice of any such change, modification, extension, alteration or addition.

In witness whereof we hereunto set our hands and seals this 12th day of January 2023

Edward Paige Corporation
 (Print Name of General Contractor/Principal)
 By: Melissa Perrin
 (Signature - Title) MEC SSN
Employers Mutual Casualty Company
 (Print Name of Surety)
 By: Gail M. Perrin
 (Signature - Title) Gail M. Perrin, Attorney-in-Fact
 Business Address PO Box 712, Des Moines, IA 50306-0712



Countersigned MA Resident Agent by N/A

Address _____

Telephone No. _____

Attach herewith proof of authority of officers or agents to sign the bond.

CERTIFICATE OF AUTHORITY INDIVIDUAL ATTORNEY-IN-FACT

KNOW ALL MEN BY THESE PRESENTS, that:

1. Employers Mutual Casualty Company, an Iowa Corporation
2. EMCASCO Insurance Company, an Iowa Corporation
3. Union Insurance Company of Providence, an Iowa Corporation

4. Illinois EMCASCO Insurance Company, an Iowa Corporation
5. Dakota Fire Insurance Company, a North Dakota Corporation
6. EMC Property & Casualty Company, an Iowa Corporation

hereinafter referred to severally as "Company" and collectively as "Companies", each does, by these presents, make, constitute and appoint:

Gail M. Perrin

its true and lawful attorney-in-fact, with full power and authority conferred to sign, seal, and execute the following Surety Bond:

Surety Bond Number: S035107
Principal : Edward Paige Corp.
Obligee : Massachusetts Bay Transportation Authority

and to bind each Company thereby as fully and to the same extent as if such instruments were signed by the duly authorized officers of each such Company, and all of the acts of said attorney pursuant to the authority hereby given are hereby ratified and confirmed.

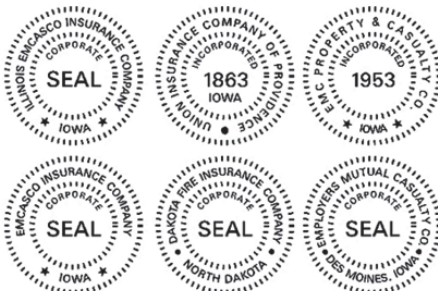
AUTHORITY FOR POWER OF ATTORNEY

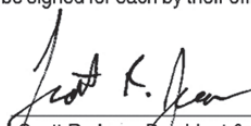
This Power-of-Attorney is made and executed pursuant to and by the authority of the following resolution of the Boards of Directors of each of the Companies at the first regularly scheduled meeting of each company duly called and held in 1999:

RESOLVED: The President and Chief Executive Officer, any Vice President, the Treasurer and the Secretary of Employers Mutual Casualty Company shall have power and authority to (1) appoint attorneys-in-fact and authorize them to execute on behalf of each Company and attach the seal of the Company thereto, bonds and undertakings, recognizances, contracts of indemnity and other writings obligatory in the nature thereof; and (2) to remove any such attorney-in-fact at any time and revoke the power and authority given to him or her. Attorneys-in-fact shall have power and authority, subject to the terms and limitations of the power-of-attorney issued to them, to execute and deliver on behalf of the Company, and to attach the seal of the Company thereto, bonds and undertakings, recognizances, contracts of indemnity and other writings obligatory in the nature thereof, and any such instrument executed by any such attorney-in-fact shall be fully and in all respects binding upon the Company. Certification as to the validity of any power-of-attorney authorized herein made by an officer of Employers Mutual Casualty Company shall be fully and in all respects binding upon this Company. The facsimile or mechanically reproduced signature of such officer, whether made heretofore or hereafter, wherever appearing upon a certified copy of any power-of-attorney of the Company, shall be valid and binding upon the Company with the same force and effect as though manually affixed.

IN WITNESS THEREOF, the Companies have caused these presents to be signed for each by their officers as shown, and the Corporate seals to be hereto affixed this 19th day of September, 2022.

Seals




Scott R. Jean, President & CEO
of Company 1 (Chairman, President
& CEO of Companies 2, 3, 4, 5 & 6


Todd Strother, Executive Vice President
Chief Legal Officer & Secretary of
Companies 1, 2, 3, 4, 5 & 6

On this 19th day of September, 2022 before me a Notary Public in and for the State of Iowa, personally appeared Scott R. Jean and Todd Strother, who, being by me duly sworn, did say that they are, and are known to me to be the CEO, Chairman, President, Executive Vice President, Chief Legal Officer and/or Secretary, respectively, of each of the Companies above; that the seals affixed to this instrument are the seals of said corporations; that said instrument was signed and sealed on behalf of each of the Companies by authority of their respective Boards of Directors; and that the said Scott R. Jean and Todd Strother, as such officers, acknowledged the execution of said instrument to be their voluntary act and deed, and the voluntary act and deed of each of the Companies.

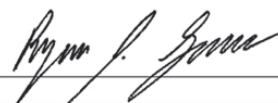
My Commission Expires October 10, 2025.


Kathy Loveridge
Notary Public in and for the State of Iowa

CERTIFICATE

I, Ryan J. Springer, Vice President of the Companies, do hereby certify that the foregoing resolution of the Boards of Directors by each of the Companies, and this Power of Attorney issued pursuant thereto on 19th day of September, 2022, are true and correct and are still in full force and effect.

In Testimony Whereof I have subscribed my name and affixed the facsimile seal of each Company this 12th day of January, 2023.



Vice President



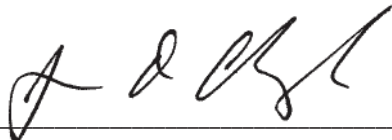
Employers Mutual Casualty Company – Seal Addendum

In light of the impacts surrounding the COVID-19 virus and resultant governmental measures to limit social contact in all settings, Employers Mutual Casualty Company hereby authorizes its Attorneys-in-Fact to affix Employers Mutual Casualty Company's corporate seal to any bond executed by said Attorney-in-Fact for Employers Mutual Casualty Company by attaching this Seal Addendum. In accordance with the above, Employers Mutual Casualty Company hereby affirms that the corporate seal hereon shall be deemed affixed to said bond with the same force and effect as if Employers Mutual Casualty Company's raised corporate seal was present.

Dated this 3rd day of April, 2020.

Employers Mutual Casualty Company



By: 
James D. Clough, Vice President

717 Mulberry Street | Des Moines, IA 50309-3872 | P.O. Box 712 | Des Moines, IA 50306-0712 | 515.280.2511 | 800.447.2295 | www.emcins.com

Employers Mutual Casualty Company
EMCASCOS Insurance Company
EMC Reinsurance Company

Illinois EMCASCO Insurance Company
Dakota Fire Insurance Company
EMC Property & Casualty Company

Union Insurance Company of Providence
EMC Risk Services, LLC

EMC Underwriters, LLC
EMC National Life Company (affiliate)



EDWAPAI-02

SWRIGHTINGTON

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

1/12/2023

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER WM. F. Borhek Insurance Agency 311 Plymouth St Halifax, MA 02338	CONTACT NAME: PHONE (A/C, No, Ext): (781) 293-6331 FAX (A/C, No): (781) 293-2171 E-MAIL ADDRESS:
	INSURER(S) AFFORDING COVERAGE
	INSURER A : Admiral Insurance Company
INSURED Edward Paige Corporation Attn: Melissa Pegurri PO Box 5067 Norwell, MA 02061	INSURER B : Continental Western Insurance INSURER C : Acadia Insurance Company INSURER D : INSURER E : INSURER F :
	NAIC # 10804 31325

COVERAGES

CERTIFICATE NUMBER:

REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input checked="" type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:	X	X	CA000025548	1/1/2023	1/1/2024	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 300,000 MED EXP (Any one person) \$ 5,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 2,000,000 PRODUCTS - COMP/OP AGG \$ 2,000,000 Deductible \$ 5,000
B	<input type="checkbox"/> AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO OWNED AUTOS ONLY <input checked="" type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> HIRED AUTOS ONLY <input checked="" type="checkbox"/> NON-OWNED AUTOS ONLY	X	X	MAA5510857	3/1/2022	3/1/2023	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
A	<input checked="" type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR <input checked="" type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED <input checked="" type="checkbox"/> RETENTION \$ 0	X		GX000000141	1/1/2023	1/1/2024	EACH OCCURRENCE \$ 5,000,000 AGGREGATE \$ 5,000,000 \$
C	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) <input checked="" type="checkbox"/> Y / N <input checked="" type="checkbox"/> N If yes, describe under DESCRIPTION OF OPERATIONS below		X	WCA5510995	3/1/2022	3/1/2023	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000
C	Inland Marine			CNA5510856	3/1/2022	3/1/2023	Installation Floater 10,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

Project#R90CN02: Systemwide Concrete Repairs 2, Systemwide MA

Massachusetts Bay Transportation Authority (MBTA) and the Massachusetts Department of Transportation are Additional Insureds on a Primary & Noncontributory basis as respects General Liability, Automobile Liability and Umbrella/Excess Liability if required by written contract. Waiver of Subrogation in favor of Additional Insureds applies as respects General Liability, Automobile Liability and Workers Compensation if required by written contract.

CERTIFICATE HOLDER

CANCELLATION

Massachusetts Bay Transportation Authority (MBTA) 10 Park Plaza Boston, MA 02116	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.
	AUTHORIZED REPRESENTATIVE

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

ADDITIONAL INSURED – OWNERS, LESSEES OR CONTRACTORS – SCHEDULED PERSON OR ORGANIZATION

This endorsement modifies insurance provided under the following:

COMMERCIAL GENERAL LIABILITY COVERAGE PART

SCHEDULE

Name Of Additional Insured Person(s) Or Organization(s)	Location(s) Of Covered Operations
Any person or organization that is an owner, lessee or manager of real property or personal property on which you are performing ongoing operations, or a contractor on whose behalf you are performing ongoing operations, but only if coverage as an additional insured is required by a written contract or written agreement that is an "insured contract", and provided the "bodily injury" or "property damage" first occurs, or the "personal and advertising injury" offense is first committed, subsequent to the execution of the contract or agreement.	All locations at which the Named Insured is performing ongoing operations.
Information required to complete this Schedule, if not shown above, will be shown in the Declarations.	

A. Section II – Who Is An Insured is amended to include as an additional insured the person(s) or organization(s) shown in the Schedule, but only with respect to liability for "bodily injury", "property damage" or "personal and advertising injury" caused, in whole or in part, by:

1. Your acts or omissions; or
2. The acts or omissions of those acting on your behalf;

in the performance of your ongoing operations for the additional insured(s) at the location(s) designated above.

However:

1. The insurance afforded to such additional insured only applies to the extent permitted by law; and
2. If coverage provided to the additional insured is required by a contract or agreement, the insurance afforded to such additional insured will not be broader than that which you are required by the contract or agreement to provide for such additional insured.

B. With respect to the insurance afforded to these additional insureds, the following additional exclusions apply:

This insurance does not apply to "bodily injury" or "property damage" occurring after:

1. All work, including materials, parts or equipment furnished in connection with such work, on the project (other than service, maintenance or repairs) to be performed by or on behalf of the additional insured(s) at the location of the covered operations has been completed; or

2. That portion of "your work" out of which the injury or damage arises has been put to its intended use by any person or organization other than another contractor or subcontractor engaged in performing operations for a principal as a part of the same project.

C. With respect to the insurance afforded to these additional insureds, the following is added to Section III – Limits Of Insurance:

If coverage provided to the additional insured is required by a contract or agreement, the most we will pay on behalf of the additional insured is the amount of insurance:

1. Required by the contract or agreement; or
2. Available under the applicable limits of insurance;

whichever is less.

This endorsement shall not increase the applicable limits of insurance.

**THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.
 ADDITIONAL INSURED – OWNERS, LESSEES OR
 CONTRACTORS – COMPLETED OPERATIONS**

This endorsement modifies insurance provided under the following:

**COMMERCIAL GENERAL LIABILITY COVERAGE PART
 PRODUCTS/COMPLETED OPERATIONS LIABILITY COVERAGE PART
 SCHEDULE**

Name Of Additional Insured Person(s) Or Organization(s)	Location And Description Of Completed Operations
Any person or organization that is an owner, lessee or manager of real property or personal property for whom you work or have worked, or a contractor on whose behalf you work or have worked, but only if coverage as an additional insured extending to "bodily injury" or "property damage" included in the "products-completed operations hazard" is required by a written contract or written agreement that is an "insured contract" and provided that the "bodily injury" or "property damage" first occurs subsequent to the execution of the contract or agreement.	All locations except locations where "your work" is or was related to a job or project involving single-family dwellings, multi-family dwellings (other than rental apartments in an apartment building: (a) originally constructed and at all times used for such purpose, or (b) converted from a commercial building), condominiums, townhomes, townhouses, time-share units, fractional-ownership units, cooperatives and/or any other structure or space used or intended to be used as a residence.
Information required to complete this Schedule, if not shown above, will be shown in the Declarations.	

- A. Section II – Who Is An Insured** is amended to include as an additional insured the person(s) or organization(s) shown in the Schedule, but only with respect to liability for "bodily injury" or "property damage" caused, in whole or in part, by "your work" at the location designated and described in the Schedule of this endorsement performed for that additional insured and included in the "products-completed operations hazard".

However:

1. The insurance afforded to such additional insured only applies to the extent permitted by law; and
2. If coverage provided to the additional insured is required by a contract or agreement, the insurance afforded to such additional insured will not be broader than that which you are required by the contract or agreement to provide for such additional insured.

- B. With respect to the insurance afforded to these additional insureds, the following is added to Section III – Limits Of Insurance:**

If coverage provided to the additional insured is required by a contract or agreement, the most we will pay on behalf of the additional insured is the amount of insurance:

1. Required by the contract or agreement; or
2. Available under the applicable limits of insurance;

whichever is less.

This endorsement shall not increase the applicable limits of insurance.

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

CONTRACTORS ENHANCED COVERAGE (Commercial General Liability Coverage Form)

This endorsement modifies insurance provided under the following:

COMMERCIAL GENERAL LIABILITY COVERAGE FORM

I. AMENDED EXCLUSIONS

NON-OWNED WATERCRAFT COVERAGE - Up to 55 feet

SECTION I – COVERAGES – COVERAGE A – BODILY INJURY AND PROPERTY DAMAGE LIABILITY, Exclusion g. Aircraft, Auto or Watercraft, Paragraph (2) is deleted in its entirety and replaced by the following:

- (2) A watercraft you do not own that is:
- (a) Less than 55 feet long; and
 - (b) Not being used to carry persons or property for a charge;

MEDICAL PAYMENTS – PRODUCTS-COMPLETED OPERATIONS HAZARD

SECTION I – COVERAGES – COVERAGE C – MEDICAL PAYMENTS Exclusion f. Products-Completed Operations Hazard is deleted in its entirety.

CONSOLIDATED (WRAP-UP) INSURANCE PROGRAM EXCLUSION (LIMITED EXCEPTION FOR OPERATIONS AWAY FROM PROJECT LOCATION)

The following exclusion is added to paragraph 2., Exclusions of **COVERAGE A – BODILY INJURY AND PROPERTY DAMAGE LIABILITY** (Section I – Coverages):

This insurance does not apply to "bodily injury" or "property damage" arising out of either your ongoing operations or operations included within the "products-completed operations hazard" at any location for which a consolidated (wrap-up) insurance program has been provided by the prime contractor/project manager or owner of the construction project in which you are involved.

This exclusion applies whether or not the consolidated (wrap-up) insurance program:

- (1) Provides coverage identical to that provided by this Coverage Form;
- (2) Has limits adequate to cover all claims; or
- (3) Remains in effect.

However, if the consolidated (wrap-up) insurance program does not provide coverage for your operations that are performed away from the location of the construction project, this exclusion will not apply.

II. AMENDED COVERAGES

KNOWLEDGE OF OCCURRENCE

The following paragraph is added to Section IV – Commercial General Liability Conditions Paragraph 2. Duties In The Event Of Occurrence, Offense, Claim or Suit:

Notice of an “occurrence” which may result in a claim under this insurance shall be given as soon as practicable after knowledge of the “occurrence” has been reported to you, one of your “executive officers”, or any “employee” authorized by you to give or receive notice of an “occurrence”.

UNINTENTIONAL ERRORS AND OMISSIONS

The following paragraph is added to Section IV – Commercial General Liability Conditions Paragraph 6. Representations: However, the unintentional omission of, or unintentional error in, any information given or provided by you shall not prejudice your rights under this insurance. However, this provision does not affect our right to collect additional premium or to exercise our right of cancellation or non-renewal.

III. ADDED COVERAGES

PERSONAL PROPERTY OF OTHERS IN YOUR CARE, CUSTODY OR CONTROL – LIMITED COVERAGE

SCHEDULE

Sub-Limits of Insurance:

\$10,000 Each Occurrence (Included in the Each Occurrence Limit shown in the Declarations)

\$10,000 Aggregate (Included in the General Aggregate Limit shown in the Declarations)

The Sub-Limits of Insurance shown above are included within and not in addition to the Each Occurrence Limit and the General Aggregate Limit shown in the Declarations.

Supplementary Payments will reduce the Each Occurrence and Aggregate Sub-Limits of Insurance shown above.

It is agreed COMMERCIAL GENERAL LIABILITY COVERAGE FORM - SECTION I – COVERAGE A Exclusion j. (4) is deleted, but only with respect to personal property of others in the care, custody or control of the Named Insured, subject to the following exclusions, conditions and limitations.

1. Exclusions

This insurance does not apply to:

- a. “Property damage” arising out of operations performed on behalf of the Named Insured by others;
- b. “Property damage” arising out of an “occurrence” at premises owned, rented, leased, operated, occupied or used by you;
- c. “Property damage” to property while in transit;
- d. “Property damage” arising out of any error, omission or deficiency in the design, specifications, workmanship or materials of the personal property in the Named Insured’s care, custody or control;
- e. “Property damage” arising out of delay, loss of market, loss of use, loss of profits, or any similar indirect or consequential loss of any kind;
- f. “Property damage” included within the “products-completed operations hazard”; or
- g. Damages exceeding the actual cash value of the personal property in the care, custody or control of the Named Insured at the time of the “occurrence.”

2. Conditions

Our right and duty to defend ends when we have used up the applicable sub-limit of insurance in the payment of judgments or settlements or Supplementary Payments under the insurance provided by this endorsement.

3. Limits of Insurance

a. The amount we will pay for damages is limited as described below with respect to damages covered under this endorsement:

- (1) The Aggregate Limit shown in the Schedule is the most we will pay for the sum of all damages because of "property damage";
- (2) The Each Occurrence Limit shown above is the most we will pay for the sum of all damages because of "property damage" arising out of any one "occurrence";
- (3) Supplementary Payments will reduce the Each Occurrence and Aggregate Limits of Insurance shown in the Schedule; and
- (4) All sums we pay for damages or Supplementary Payments under this endorsement will reduce the Each Occurrence Limit and the General Aggregate Limit shown in the Declarations.

4. Other Insurance

This insurance is excess over any other valid and collectible Property or Inland Marine insurance available to you, either as a Named Insured or an Additional Insured, whether primary, excess, contingent or any other basis.

PRIMARY AND NONCONTRIBUTORY – OTHER INSURANCE CONDITION

(Insurance Services Office Endorsement CG 20 01 04 13)

The following is added to the **Other Insurance** Condition and supersedes any provision to the contrary:

Primary And Noncontributory Insurance

This insurance is primary to and will not seek contribution from any other insurance available to an additional insured under your policy provided that:

- (1) The additional insured is a Named Insured under such other insurance; and
- (2) You have agreed in writing in a contract or agreement that this insurance would be primary and would not seek contribution from any other insurance available to the additional insured.

WAIVER OF TRANSFER OF RIGHTS OF RECOVERY AGAINST OTHERS TO US

(Insurance Services Office Endorsement CG 24 04 05 09)

SCHEDULE

Name Of Person Or Organization:

Any person or organization, but only if the following conditions are met:

- (1) You have expressly agreed to the waiver in a written contract; and
- (2) The injury or damage first occurs subsequent to the execution of the written contract.

Information required to complete this Schedule, if not shown above, will be shown in the Declarations.

The following is added to Paragraph 8. **Transfer Of Rights Of Recovery Against Others To Us** of Section IV – **Conditions**:

We waive any right of recovery we may have against the person or organization shown in the Schedule above because of payments we make for injury or damage arising out of your ongoing operations or "your work" done under a contract with that person or organization and included in the "products-completed operations hazard". This waiver applies only to the person or organization shown in the Schedule above.

CONTRACTUAL LIABILITY – RAILROADS
(Insurance Services Office Endorsement CG 24 17 10 01)

SCHEDULE

Scheduled Railroad: Any railroad, but only if the following conditions are met: a. You have expressly agreed to indemnify the railroad in a written contract entered into by you; and b. The injury or damage occurs subsequent to the execution of the written contract.	Designated Job Site: Any job site covered by this insurance where you are performing operations for or affecting a Scheduled Railroad.
---	--

(If no entry appears above, information required to complete this endorsement will be shown in the Declarations as applicable to this endorsement.)

With respect to operations performed for, or affecting, a Scheduled Railroad at a Designated Job Site, the definition of "insured contract" in the Definitions section is replaced by the following:

9. "Insured Contract" means:

- a. A contract for a lease of premises. However, that portion of the contract for a lease of premises that indemnifies any person or organization for damage by fire to premises while rented to you or temporarily occupied by you with permission of the owner is not an "insured contract";
- b. A sidetrack agreement;
- c. Any easement or license agreement;
- d. An obligation, as required by ordinance, to indemnify a municipality, except in connection with work for a municipality;
- e. An elevator maintenance agreement;
- f. That part of any other contract or agreement pertaining to your business (including an indemnification of a municipality in connection with work performed for a municipality) under which you assume the tort liability of another party to pay for "bodily injury" or "property damage" to a third person or organization. Tort liability means a liability that would be imposed by law in the absence of any contract or agreement.

Paragraph f. does not include that part of any contract or agreement:

- (1) That indemnifies an architect, engineer or surveyor for injury or damage arising out of:
 - (a) Preparing, approving or failing to prepare or approve maps, shop drawings, opinions, reports, surveys, field orders, change orders or drawings and specifications; or
 - (b) Giving directions or instructions, or failing to give them, if that is the primary cause of the injury or damage;
- (2) Under which the insured, if an architect, engineer or surveyor, assumes liability for an injury or damage arising out of the insured's rendering or failure to render professional services, including those listed in Paragraph (1) above and supervisory, inspection, architectural or engineering activities.

DESIGNATED CONSTRUCTION PROJECT(S) GENERAL AGGREGATE LIMIT
(WITH TOTAL AGGREGATE LIMIT FOR COVERAGES A, B AND C)

SCHEDULE

Designated Construction Projects: All construction projects covered by this insurance.
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(If no entry appears above, information required to complete this endorsement will be shown in the Declarations as applicable to this endorsement.)

- A. For all sums which the insured becomes legally obligated to pay as damages caused by "occurrences" under COVERAGE A (SECTION I), and for all medical expenses caused by accidents under COVERAGE C (SECTION I), which can be attributed only to ongoing operations at a single designated construction project shown in the Schedule above:
 1. A separate Designated Construction Project General Aggregate Limit applies to each designated construction project, and that limit is equal to the amount of the General Aggregate Limit shown in the Declarations.
However, the most we will pay under the Designated Construction Project General Aggregate Limit for all Designated Construction Projects combined is \$5,000,000.
 2. The Designated Construction Project General Aggregate Limit is the most we will pay for the sum of all damages under COVERAGE A, except damages because of "bodily injury" or "property damage" included in the "products-completed operations hazard", and for medical expenses under COVERAGE C regardless of the number of:
 - a. Insureds;
 - b. Claims made or "suits" brought; or
 - c. Persons or organizations making claims or bringing "suits".
 3. Any payments made under COVERAGE A for damages or under COVERAGE C for medical expenses shall reduce the Designated Construction Project General Aggregate Limit for that designated construction project. Such payments shall not reduce the General Aggregate Limit shown in the Declarations nor shall they reduce any other Designated Construction Project General Aggregate Limit for any other designated construction project shown in the Schedule above.
 4. The limits shown in the Declarations for Each Occurrence, Fire Damage and Medical Expense continue to apply. However, instead of being subject to the General Aggregate Limit shown in the Declarations, such limits will be subject to the applicable Designated Construction Project General Aggregate Limit.
- B. For all sums which the insured becomes legally obligated to pay as damages caused by "occurrences" under COVERAGE A (SECTION I), and for all medical expenses caused by accidents under COVERAGE C (SECTION I), which cannot be attributed only to ongoing operations at a single designated construction project shown in the Schedule above:
 1. Any payments made under COVERAGE A for damages or under COVERAGE C for medical expenses shall reduce the amount available under the General Aggregate Limit or the Products-Completed Operations Aggregate Limit, whichever is applicable; and
 2. Such payments shall not reduce any Designated Construction Project General Aggregate Limit.
- C. When coverage for liability arising out of the "products-completed operations hazard" is provided, any payments for damages because of "bodily injury" or "property damage" included in the "products-completed operations hazard" will reduce the Products-Completed Operations Aggregate Limit, and not reduce the General Aggregate Limit nor the Designated Construction Project General Aggregate Limit.
- D. If the applicable designated construction project has been abandoned, delayed, or abandoned and then restarted, or if the authorized contracting parties deviate from plans, blueprints, designs, specifications or timetables, the project will still be deemed to be the same construction project.
- E. The provisions of Limits Of Insurance (SECTION III) not otherwise modified by this endorsement shall continue to apply as stipulated.

IV. ADDITIONAL INSURED

ADDITIONAL INSURED – LESSOR OF LEASED EQUIPMENT – AUTOMATIC STATUS WHEN REQUIRED IN LEASE AGREEMENT WITH YOU

(Insurance Services Office Endorsement CG 20 34 04 13)

- A. **Section II – Who Is An Insured** is amended to include as an additional insured any person(s) or organization(s) from whom you lease equipment when you and such person(s) or organization(s) have agreed in writing in a contract or agreement that such person(s) or organization(s) be added as an additional insured on your policy. Such person(s) or organization(s) is an insured only with respect to liability for "bodily injury", "property damage" or "personal and advertising injury" caused, in whole or in part, by your maintenance, operation or use of equipment leased to you by such person(s) or organization(s).

However, the insurance afforded to such additional insured:

1. Only applies to the extent permitted by law; and

2. Will not be broader than that which you are required by the contract or agreement to provide for such additional insured.

A person's or organization's status as an additional insured under this endorsement ends when their contract or agreement with you for such leased equipment ends.

- B. With respect to the insurance afforded to these additional insureds, this insurance does not apply to any "occurrence" which takes place after the equipment lease expires.
- C. With respect to the insurance afforded to these additional insureds, the following is added to **Section III – Limits Of Insurance**:

The most we will pay on behalf of the additional insured is the amount of insurance:

1. Required by the contract or agreement you have entered into with the additional insured; or
 2. Available under the applicable Limits of Insurance shown in the Declarations;
- whichever is less.

This endorsement shall not increase the applicable Limits of Insurance shown in the Declarations.

ADDITIONAL INSURED – MANAGERS OR LESSORS OF PREMISES

(Insurance Services Office Endorsement CG 20 11 04 13)

SCHEDULE

Designation Of Premises (Part Leased To You):
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All premises leased to you and covered by this insurance.

Name Of Person(s) Or Organization(s) (Additional Insured):

Any person or organization that is a manager or lessor of real property, but only if coverage as an additional insured is required by a written contract or written agreement that is an "insured contract", and provided the "bodily injury" or "property damage" first occurs, or the "personal and advertising injury" offense is first committed, subsequent to the execution of the contract or agreement.

Information required to complete this Schedule, if not shown above, will be shown in the Declarations.
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- A. **Section II – Who Is An Insured** is amended to include as an additional insured the person(s) or organization(s) shown in the Schedule, but only with respect to liability arising out of the ownership, maintenance or use of that part of the premises leased to you and shown in the Schedule and subject to the following additional exclusions:

This insurance does not apply to:

1. Any "occurrence" which takes place after you cease to be a tenant in that premises.
2. Structural alterations, new construction or demolition operations performed by or on behalf of the person(s) or organization(s) shown in the Schedule.

However:

1. The insurance afforded to such additional insured only applies to the extent permitted by law; and
2. If coverage provided to the additional insured is required by a contract or agreement, the insurance afforded to such additional insured will not be broader than that which you are required by the contract or agreement to provide for such additional insured.

- B. With respect to the insurance afforded to these additional insureds, the following is added to **Section III – Limits Of Insurance**:

If coverage provided to the additional insured is required by a contract or agreement, the most we will pay on behalf of the additional insured is the amount of insurance:

1. Required by the contract or agreement; or
 2. Available under the applicable Limits of Insurance shown in the Declarations;
- whichever is less.

This endorsement shall not increase the applicable Limits of Insurance shown in the Declarations.

ADDITIONAL INSURED – MORTGAGEE, ASSIGNEE OR RECEIVER

(Insurance Services Office Endorsement CG 20 18 04 13)

SCHEDULE

Name Of Person(s) Or Organization(s)	Designation Of Premises
Any person or organization that is a mortgagee, assignee or receiver for a premises shown in this Schedule, but only if coverage as an additional insured is required by a written contract or written agreement that is an "insured contract", and provided the "bodily injury" or "property damage" first occurs, or the "personal and advertising injury" offense is first committed, subsequent to the execution of the contract or agreement.	All premises covered by this insurance.
Information required to complete this Schedule, if not shown above, will be shown in the Declarations.	

- A. **Section II – Who Is An Insured** is amended to include as an additional insured the person(s) or organization(s) shown in the Schedule, but only with respect to their liability as mortgagee, assignee, or receiver and arising out of the ownership, maintenance, or use of the premises by you and shown in the Schedule.

However:

1. The insurance afforded to such additional insured only applies to the extent permitted by law; and
2. If coverage provided to the additional insured is required by a contract or agreement, the insurance afforded to such additional insured will not be broader than that which you are required by the contract or agreement to provide for such additional insured.

- B. This insurance does not apply to structural alterations, new construction and demolition operations performed by or for that person or organization.

- C. With respect to the insurance afforded to these additional insureds, the following is added to **Section III – Limits Of Insurance**:

If coverage provided to the additional insured is required by a contract or agreement, the most we will pay on behalf of the additional insured is the amount of insurance:

1. Required by the contract or agreement; or
 2. Available under the applicable Limits of Insurance shown in the Declarations;
- whichever is less.

This endorsement shall not increase the applicable Limits of Insurance shown in the Declarations.

ADDITIONAL INSURED – TRADE SHOW SPONSOR – AUTOMATIC STATUS WHEN REQUIRED IN WRITTEN AGREEMENT WITH YOU

- A. **Section II – Who Is An Insured** is amended to include as an additional insured any person or organization who is a sponsor of a trade show where you are operating a booth or displaying your product, but only:

1. For injury or damage occurring at the trade show; and
2. When you and such person or organization have agreed in writing in a contract or agreement executed prior to the beginning of the trade show that such person or organization be added as an additional insured on your policy.

Such person or organization is an additional insured only with respect to liability for "bodily injury", "property damage" or "personal and advertising injury" caused, in whole or in part, by:

1. Your acts or omissions; or
 2. The acts or omissions of those acting on your behalf;
- while attending the trade show sponsored by this additional insured.

A person's or organization's status as an additional insured under this endorsement ends when your attendance at the trade show ends.

- B.** With respect to the insurance afforded to these additional insureds, the following additional exclusion applies:

This insurance does not apply to "bodily injury" or "property damage" arising out of "your work" or "your product" and included in the "products-completed operations hazard".

- C.** With respect to the insurance afforded to these additional insureds, the following is added to **Section III – Limits Of Insurance**:

If coverage provided to the additional insured is required by a contract or agreement, the most we will pay on behalf of the additional insured is the amount of insurance:

1. Required by the contract or agreement; or
 2. Available under the applicable Limits of Insurance shown in the Declarations;
- whichever is less.

This endorsement shall not increase the applicable Limits of Insurance shown in the Declarations.

**ADDITIONAL INSURED – STATE OR GOVERNMENTAL AGENCY OR SUBDIVISION
OR POLITICAL SUBDIVISION – PERMITS OR AUTHORIZATIONS**

(INSURANCE SERVICES OFFICE ENDORSEMENT CG 20 12 04 13)

SCHEDULE

State Or Governmental Agency Or Subdivision Or Political Subdivision:

Any state or governmental agency or subdivision or political subdivision that has issued a permit or authorization for operations performed by you or on your behalf.

Information required to complete this Schedule, if not shown above, will be shown in the Declarations.

- A. Section II – Who Is An Insured** is amended to include as an additional insured any state or governmental agency or subdivision or political subdivision shown in the Schedule, subject to the following provisions:

1. This insurance applies only with respect to operations performed by you or on your behalf for which the state or governmental agency or subdivision or political subdivision has issued a permit or authorization.

However:

- a. The insurance afforded to such additional insured only applies to the extent permitted by law; and
- b. If coverage provided to the additional insured is required by a contract or agreement, the insurance afforded to such additional insured will not be broader than that which you are required by the contract or agreement to provide for such additional insured.

2. This insurance does not apply to:

- a. "Bodily injury", "property damage" or "personal and advertising injury" arising out of operations performed for the federal government, state or municipality; or
- b. "Bodily injury" or "property damage" included within the "products-completed operations hazard".

- B.** With respect to the insurance afforded to these additional insureds, the following is added to **Section III – Limits Of Insurance**:

If coverage provided to the additional insured is required by a contract or agreement, the most we will pay on behalf of the additional insured is the amount of insurance:

1. Required by the contract or agreement; or
 2. Available under the applicable Limits of Insurance shown in the Declarations;
- whichever is less.

This endorsement shall not increase the applicable Limits of Insurance shown in the Declarations.

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

COMMERCIAL AUTOMOBILE EXPANSION ENDORSEMENT

This endorsement modifies insurance provided under the following:

BUSINESS AUTO COVERAGE FORM

With respect to coverage provided by this endorsement, the provisions of the Coverage Form apply unless modified by endorsement.

SUMMARY OF COVERAGE EXTENSIONS

Provision No.	Name of Extension	Limit or Included
A.	Broadened Named Insured	Included
B.	Additional Insured by Contract or Agreement	Included
C.	Additional Insured- Employees	Included
D.	Extended Coverage- Bail Bonds	\$5,000
E.	Extended Coverage- Loss of Earnings (Per Day)	\$1,000
F.	Fellow Employee Coverage	Included
G.	Transportation Expense Due to Theft of a Covered Auto (Per Day/Maximum)	\$75/ \$2,500
H.	Extended Coverage - Air Bags	Included
I.	Physical Damage Coverage- Leased or Financed Autos	Included
J.	Glass Deductible	Included
K.	Extended Coverage- Electronic Equipment	Included
L.	Extended Coverage- Personal Effects	\$500
M.	Towing (Gross Vehicle Weight of 20,000 lbs. or less)	\$100
N.	Physical Damage Coverage - Hired "Autos"	\$65,000
	1. Loss of use (Per Day/Maximum)	\$500/ \$3,500
O.	Rental Reimbursement Coverage	\$2,500
P.	Drive Other Car Coverage	Included
Q.	Knowledge of Occurrence	Included
R.	Waiver of Subrogation By Contract or Agreement	Included
S.	Unintentional Omissions	Included
T.	Bodily Injury Re-defined	Included
U.	Employee Hired Auto	Included

The above is a summary only. Please consult the specific provisions that follow for complete information on the extensions provided. If there is a conflict between this summary and the endorsement provisions that follow, the endorsement provisions shall prevail.

A. BROADENED NAMED INSURED

The Named Insured shown in the Declarations is amended to include:

Any organization, other than a joint venture, over which you maintain ownership or majority interest of more than 50%, unless that organization is an "insured" under any other automobile policy or would be an "insured" under such a policy but for the exhaustion of its Limit of Insurance, however;

1. Coverage under this provision is afforded only until the next anniversary date of this policy's effective date after you acquire or form the organization or the end of the policy period, whichever is earlier.
2. Coverage does not apply to "bodily injury" or "property damage" that occurred before you acquired or formed the organization.

B. ADDITIONAL INSURED BY CONTRACT OR AGREEMENT

The following is added to **Section II – Covered Autos Liability Coverage**, Paragraph **A.1.**:

- d. Any person or organization for whom you are performing operations if you and such person or organization have agreed in writing in a contract or agreement that such person or organization be added as an additional insured on your policy.

(1) Such person or organization is an additional insured only with respect to liability for "bodily injury" or "property damage":

- a. Caused by an "accident", and
- b. Resulting from the ownership, maintenance or use of a covered "auto".

- (2) A person's or organization's status as an additional insured exists only while you are performing operations for that additional insured.

- (3) Section II, Paragraph C. Limits of Insurance for person or organization added as additional insured are those specified in the written contract or agreement, or in this coverage form, whichever is less. These limits of insurance are inclusive of and are not in addition to the Limits of Insurance shown in the Declarations.

- (4) This insurance applies on a primary and non-contributory basis if that is required by the written contract or agreement.

- (5) This insurance does not apply unless the written contract or agreement has been executed prior to the "bodily injury" or "property damage".

C. ADDITIONAL INSURED - EMPLOYEES

Section II- Covered Autos Liability Coverage, Paragraph **A.1.b.(2)** is deleted and replaced by the following:

- (2) Your employee or agent if the covered "auto" is owned by that employee or a member of his or her household, but this exclusion does not apply if the covered "auto" is being used in your business or your personal affairs.

D. EXTENDED COVERAGE - BAIL BONDS

Section II – Covered Autos Liability Coverage, Paragraph **A.2.a.(2)** is deleted and replaced by the following:

- (2) Up to \$5,000 for cost of bail bonds (including bonds for related traffic law violations) required because of an "accident" we cover. We do not have to furnish these bonds.

E. EXTENDED COVERAGE - LOSS OF EARNINGS

Section II – Covered Autos Liability Coverage, Paragraph **A.2.a.(4)** is deleted and replaced by the following:

- (4) All reasonable expenses incurred by the "insured" at our request, including actual loss of earnings up to \$1,000 a day because of time off from work.

F. FELLOW EMPLOYEE COVERAGE

Section II – Covered Autos Liability Coverage, Paragraph **B.5.** does not apply.

G. COVERAGE EXTENSION AS A CONSEQUENCE OF THEFT OF AN "AUTO"

1. Transportation Expense

Section III – Physical Damage Coverage, Paragraph **A.4.a.** is deleted and replaced by the following:

- a. We will also pay up to \$75 per day to a maximum of \$2,500 for temporary transportation expense incurred by you because of the total theft of a covered “auto” that has a Gross Vehicle Weight of 20,000 lbs. or less. We will pay only for those covered “autos” for which you carry either Comprehensive or Specified Causes of Loss Coverage. We will pay for temporary transportation expenses incurred during the period beginning 48 hours after the theft and ending, regardless of the policy’s expiration, when the covered “auto” is returned to use or we pay for its “loss”.

We will also pay reasonable and necessary expenses to facilitate the return of the stolen “auto” to you.

H. EXTENDED COVERAGE - AIRBAGS

Section III – Physical Damage Coverage, Paragraph **B.3.a.** does not apply to the unintended discharge of an airbag. Coverage is excess over any other collectible insurance or warranty specifically designed to provide coverage.

I. PHYSICAL DAMAGE COVERAGE - LEASED OR FINANCED “AUTOS”

The following is added to **Section III – Physical Damage Coverage,** Paragraph **C.:**

4. In the event of a total “loss” to a covered “auto”, we will pay any unpaid amount due on the lease or loan for a covered “auto”, less:
 - a. The amount under the Physical Damage coverage section of the policy; and
 - b. Any:
 - (1) Overdue lease/loan payments at the time of the “loss”;
 - (2) Financial penalties imposed under a lease for excessive use, abnormal wear and tear or high mileage;
 - (3) Security deposits not returned by the lessor;

- (4) Costs for extended warranties, Credit Life Insurance, Health, Accident or Disability Insurance;
- (5) Carry-over balances from previous loans or leases.

J. GLASS DEDUCTIBLE

Section III – Physical Damage Coverage, Paragraph **D.** is deleted and replaced by the following:

D. DEDUCTIBLE

For each covered “auto” our obligation to pay for, repair, return or replace damaged or stolen property will be reduced by the applicable deductible shown in the Declarations. Any Comprehensive Coverage deductible shown in the Declarations does not apply to:

1. “Loss” caused by fire or lightning; or
2. “Loss” when you elect to patch or repair glass rather than replace.

K. EXTENDED COVERAGE - ELECTRONIC EQUIPMENT

The following is added to **Section III - Physical Damage Coverage,** Paragraph **A.4.:**

- c. Physical Damage coverage on a covered “auto” also applies to “loss” to any electronic equipment that receives or transmits audio, visual or data signals and that is not designed solely for the reproduction of sound. This coverage applies only if the equipment is permanently installed in the covered “auto” at the time of “loss” or the equipment is removable from a housing unit which is permanently installed in the covered “auto” at the time of the “loss”, and such equipment is designed to be solely operated by use of the power from the “auto’s” electrical system, in or upon the covered “auto”.

We will pay with respects to a covered “auto” for “loss” to antennas and other accessories necessary for use of the electronic equipment. However, this does not include tapes, records or discs.

L. EXTENDED COVERAGE - PERSONAL EFFECTS

The following is added to **Section III – Physical Damage Coverage**, Paragraph **A.4.**:

- d. Physical Damage Coverage on a covered "auto" may be extended to "loss" to your personal property or, if you are an individual, the personal property of a family member, that is in the covered "auto" at the time of "loss".

The most we will pay for any one "loss" under this coverage extension is \$500.

M. TOWING

Section III – Physical Damage Coverage, Paragraph **A.2.** is deleted and is replaced by the following:

If an "auto" with a Gross Vehicle Weight of 20,000 lbs. or less is provided both Comprehensive and Collision Coverage, we will pay up to \$100 for towing and labor costs incurred each time such covered "auto" is disabled.

However, the labor must be performed at the place of disablement.

N. PHYSICAL DAMAGE COVERAGE - HIRED "AUTOS"

You may extend the Comprehensive, Specified Causes of Loss and Collision coverages provided on your owned "autos" to any "auto" you lease, rent, hire or borrow from someone other than your employees or partners or members of their households. Any "auto" you lease, hire, rent or borrow is deemed to be a covered "auto" you own. However, any "auto" that is leased, hired, rented or borrowed with a driver is not a covered "auto".

Coverage provided here is subject to the following:

1. This extension is only available for "autos" you lease, hire, rent or borrow for less than 30 consecutive days.
2. The most we will pay in any one "loss" is the least of \$65,000, the actual cash value of the "auto" or the cost to repair or replace the "auto", except that such amount will be reduced by a deductible to be determined as follows:

- a. The deductible shall be equal to the amount of the highest deductible shown for any owned "auto" of the same classification for that coverage. In the event there is no owned "auto" of the same classification, the highest deductible for any owned "auto" will apply for that coverage.
- b. No deductible will apply to "loss" caused by fire or lightning.

3. Coverage provided under this extension will:

- a. Be excess over any other collectible insurance you have;
- b. Pay, in addition to the limit set forth in **N.2.** above, up to \$500 per day, not to exceed \$3,500 per "loss" for:
 - (1) Any costs or fees associated with the "loss" to a hired "auto"; and
 - (2) Loss of use, provided it is the consequence of an "accident" for which you are legally liable, and as a result of which a monetary loss is sustained by the leasing or rental concern.

O. RENTAL REIMBURSEMENT COVERAGE

1. We will pay for rental reimbursement expenses incurred by you for the rental of an "auto" because of "loss" to a covered "auto". Payment applies in addition to the otherwise applicable amount of each coverage you have on a covered "auto". No deductibles apply to this coverage. This coverage is only available to those covered "autos" involved in a "loss" and Physical Damage is provided to the covered "auto".
2. We will pay only for those expenses incurred during the policy period beginning 24 hours after the "loss" and ending, regardless of the policy's expiration, with the lesser of the following:
 - a. The number of days reasonably required to repair or replace the covered "auto". If "loss" is caused by theft, this number of days is added to the number of days it takes to locate the covered "auto" and return it to you, or
 - b. When the total amount paid under this coverage extension reaches \$2,500.

3. Our payment is limited to the lesser of the following amounts:
 - a. Necessary and actual expenses incurred.
 - b. Not more than \$75 per day.
4. We will pay up to an additional \$300 for the reasonable and necessary expenses you incur to remove your materials and equipment from the covered "auto" and replace such materials and equipment on the rental "auto".
5. This coverage does not apply while there are spare or reserve "autos" available to you for your operations.
6. If "loss" results from the total theft of a covered "auto" of the "private passenger type", we will pay under this coverage only that amount of your rental reimbursement expenses which is not already provided for under the Physical Damage Coverage Extension.

P. DRIVE OTHER CAR COVERAGE

1. Your Covered Autos Liability Coverage, Auto Medical Payments, Uninsured and Underinsured Motorists Coverage, and Physical Damage Coverage is extended to any private passenger type "auto" you hire, borrow or do not own while being used by or in the care, custody or control of the following persons:
 - a. You, if you are designated in the Declarations as an individual.
 - b. Your partners or members, if you are designated in the Declarations as a partnership or joint venture;
 - c. Your members or managers, if you are designated in the Declarations as a limited liability company;
 - d. Your executive officers, if you are designated in the Declarations as an organization other than an individual, partnership, joint venture or limited liability company;
 - e. The spouse of any person named in **P.1.a.** through **P.1.d.** while a resident of the same household.
2. The following "autos" are not covered:

- a. Any "auto" owned by a person named in **P.1.a.** through **P.1.d.** or by any member of his or her household.
- b. Any "auto" used by a person named in **P.1.a.** through **P.1.d.** while working in the business of selling, servicing, repairing or parking "autos".

3. The most we will pay for the total of all damages under Covered Autos Liability Coverage, Auto Medical Payments, Uninsured and Underinsured Motorists Coverage is the LIMIT OF INSURANCE for each Coverage shown in the Declarations as applicable to owned "autos".
4. Our obligation to pay for, repair, return or replace damaged or stolen property under Physical Damage Coverage, will be reduced by a deductible equal to the amount of the largest deductible shown for any owned private passenger type "auto" applicable to that coverage. If there are no owned private passenger type "autos", the deductible shall be \$100 for Comprehensive Coverage and \$250 for Collision Coverage. No deductible will apply to "loss" caused by fire or lightning.

Q. KNOWLEDGE OF OCCURRENCE

The following is added to **Section IV - Business Auto Conditions**, Paragraph **A.2.**:

- d. Notice of an "accident" or "loss" will be considered knowledge of yours only if reported to you, if you are an individual, a partner, an executive officer or an employee designated by you to give us such notice.
- e. Notice of an "accident" or "loss" to your Workers Compensation insurer, for an event which later develops into a claim for which there is coverage under this policy, shall be considered notice to us, but only if we are notified as soon as you know that the claim should be addressed by this policy, rather than your Workers Compensation policy.
- f. Your rights under this policy shall not be prejudiced if you fail to give us notice of an "accident" or "loss", solely due to your reasonable and documented belief that the event is not covered by this policy.

The following is added to **Section IV- Business Auto Conditions**, Paragraph **A.2.b.**:

- (6) Knowledge of the receipt of documents concerning a claim or "suit" will be considered knowledge of yours only if receipt of such documents is known to you, if you are an individual, a partner, an executive officer, or an employee designated by you to forward such documents to us.

R. WAIVER OF SUBROGATION BY CONTRACT OR AGREEMENT

The following is added to **Section IV-Business Auto Conditions**, Paragraph **A.5.**:

We waive any right of recovery we may have against any "insured" provided coverage under this endorsement under **B. ADDITIONAL INSURED BY CONTRACT OR AGREEMENT**, but only as respects "loss" arising out of the operation, maintenance or use of a covered "auto" pursuant to the provisions or conditions of the written contract or agreement.

S. UNINTENTIONAL OMISSIONS

The following is added to **Section IV- Business Auto Conditions**, Paragraph **B.2.**:

We will not deny coverage under this policy if you fail to disclose all hazards existing as of the inception date of the policy, provided such failure is not intentional.

T. BODILY INJURY REDEFINED

Section V- Definitions, Paragraph **C.** is deleted and replaced by the following:

- C.** "Bodily injury" means bodily injury, disability, sickness, or disease sustained by a person, including death resulting from any of these at any time. "Bodily injury" includes mental anguish or other mental injury resulting from "bodily injury".

U. EMPLOYEE HIRED AUTO

1. Changes In Liability Coverage

The following is added to the **Who Is An Insured** Provision:

An "employee" of yours is an "insured" while operating an "auto" hired or rented under a contract or agreement in an "employee's" name, with your permission, while performing duties related to the conduct of your business.

2. Changes In General Conditions

Paragraph **5.b.** of the **Other Insurance Condition** in the Business Auto is replaced by the following:

For Hired Auto Physical Damage Coverage, the following are deemed to be covered "autos" you own:

1. Any covered "auto" you lease, hire, rent or borrow; and
2. Any covered "auto" hired or rented by your "employee" under a contract in that individual "employee's" name, with your permission, while performing duties related to the conduct of your business.

However, any "auto" that is leased, hired, rented or borrowed with a driver is not a covered "auto".

WAIVER OF OUR RIGHT TO RECOVER FROM OTHERS ENDORSEMENT

We have the right to recover our payments from anyone liable for an injury covered by this policy. We will not enforce our right against the person or organization named in the Schedule. (This agreement applies only to the extent that you perform work under a written contract that requires you to obtain this agreement from us.)

This agreement shall not operate directly or indirectly to benefit anyone not named in the Schedule.

Schedule

Any Person or Organization for Whom You are Performing Operations

This endorsement changes the policy to which it is attached and is effective on the date issued unless otherwise stated.

(The information below is required only when this endorsement is issued subsequent to preparation of the policy.)

Endorsement Effective
03/01/2022

Policy No.
WCA 5510995 10

Endorsement No.

Insured
Edward Paige Corporation
Insurance Company:
Acadia Insurance Company

Premium

Countersigned by _____

Policy Number:

EX 50 42 04 16

Effective Date:

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

PRIMARY AND NONCONTRIBUTORY – OTHER INSURANCE CONDITION

This endorsement modifies insurance provided under the following:

COMMERCIAL EXCESS LIABILITY COVERAGE FORM

SCHEDULE

Policy:	CA000025548
Additional Insured: Any person or organization qualifying as an Additional Insured under either ADDITIONAL INSURED-OWNERS, LESSEES OR CONTRACTORS-SCHEDULED PERSON OR ORGANIZATION CG2010 OR ADDITIONAL INSURED, LESSEES OR CONTRACTORS -COMPLETED OPERATIONS CG2037 if attached to and made part of this policy.	

(If no entry appears above, information shown in the Schedule Of Controlling Underlying Insurance is applicable to this endorsement.)

Condition 9. Other Insurance is deleted in its entirety and replaced by the following:

9. Other Insurance

- a. This insurance is excess over, and shall not contribute with any other insurance, whether primary, excess, contingent or on any other basis. This condition will not apply to insurance specifically written as excess over this policy.
- b. When this insurance is excess over other insurance, we will pay only our share of the "ultimate net loss" that exceeds the sum of:
 - (1) The total amount that all such other insurance would pay for the loss in the absence of this insurance; and
 - (2) The total of all deductible and self-insured amounts under all that other insurance.

However, this excess liability insurance is primary to and will not seek contribution from any other valid and collectible insurance available to an additional insured under any policy shown in the Schedule of this endorsement provided that:

1. The additional insured is a Named Insured under such other insurance policy; and
2. You have agreed in writing in a contract or agreement that both this excess liability insurance and the "controlling underlying insurance" would be primary and would not seek contribution from any other insurance available to the additional insured.

SECTION 00700
GENERAL CONDITIONS

SMALL BUSINESS PROGRAM

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ARTICLE 1 - DEFINITION OF TERMS

1.1 Definition of Terms

- A. Wherever in the Bid or Contract Documents the following terms, or pronouns in place of them, are used, the intent and meaning shall be as follows:
1. **Acceptance** – Formal written acceptance by the Owner of the completed Work.
 2. **Addenda** – Written interpretations of and/or revisions to the Bid Documents issued by the Owner prior to opening of Bids.
 3. **Award** – Award by the Owner of a Contract.
 4. **Bid** – Offer of the Bidder for the Work when submitted on the prescribed Bid Form, properly signed, dated, and guaranteed, and which includes the schedule of bid items.
 5. **Bid Documents** – Documents provided by the Owner for the purpose of soliciting Bids for the Work. Bid Documents will include, as applicable, Standard Specifications, Contract Specifications, Contract Drawings, MBTA Geotechnical Data Reports, Bid Form, and Addenda.
 6. **Bid Form or Form for Bid** – Forms issued by the Owner requesting bids for a specific Contract and includes the Notice to Bidders, Instructions to Bidders, and Form for Bid.
 7. **Bid Security (Bid Guaranty)** – The cash, cashier's or treasurer's check, certified check, or Bidder's Bond accompanying the Bid submitted by the Bidder, as a guaranty that the Bidder will enter into a Contract with the Owner for the performance of the Work and furnish acceptable bonds and insurance if the Contract is awarded to the Bidder.
 8. **Bidder** – An individual, firm, partnership, corporation, or combination thereof, submitting a Bid for the Work on the prescribed Bid Form.
 9. **Change Order** – A document executed and issued to the contractor by the Owner amending the contract. A Change Order (CO) can result in a change to the Contract terms and conditions, special provisions, specifications, drawings and/or increase or decrease in the Contract Price and/or Contract Time. The term Risk Reallocation may be used in circumstances where it is synonymous with Change Order.
 10. **Commonwealth** – Commonwealth of Massachusetts.
 11. **Contract** – The written agreement executed by the Owner and the Contractor, setting forth the obligations of the Parties including any and all change orders executed by the Owner.
 12. **Contract Bonds**
 - a. *Labor and Materials Payment Bond* – A bond executed by the Contractor and the Contractor's Sureties equal to fifty percent (50%) of the full amount of the Contract to ensure the payment of labor, materials and rental of equipment.
 13. **Contract Documents** – The Standard Specifications, Contract Specifications, Bid, and Contract Drawings revised to incorporate all changes made during the Bid period by Addenda and to incorporate information included in the Bid accepted by the Owner and all authorized changes to the Contract issued subsequent to the execution of the Contract.

14. **Contract Drawings** – Plans, profiles, typical cross sections, general cross sections, elevations, and details list as referenced on the Drawing Index, or amendments thereto, and working drawings and approved shop drawings, all of which show locations, character, dimensions, and details of the Work.
15. **Contract Item** – A specifically described unit of work for which a price is provided in the Contract.
16. **Contract Milestone** – Event specified in the Contract Documents for substantial completion, for final acceptance of the work, or for completion of a separate and distinct portion of the Work.
17. **Contract Specifications** – Documents issued by the Owner for the intended Work which includes the Notice to Bidders, Instructions to Bidders, Bid Form, Contract Forms, Contract Bond Forms, Supplementary Conditions, technical specifications, and other requirements, forms and exhibits identified therein.
18. **Contract Time** – Number of calendar days allowed or specified date(s) for completion of a Contract Milestone, as measured from the date specified for the commencement of the Contract Time in the Owner's Notice to Proceed, or if no such date is specified, as measured from the date on which the Contractor receives the Owner's Notice to Proceed. The date of final acceptance is established based on the number of days allowed for completion of the Work.
19. **Contractor** – The individual, firm, partnership, corporation, or combination thereof including joint ventures, which, as an independent contractor, has entered into a Contract with the Owner, and who is referred to throughout the Contract Documents by singular number.
20. **Days** – Every day shown on the calendar, Saturdays, Sundays, and holidays included.
21. **Defective Work** – Work which is unsatisfactory, deficient, or damaged, does not conform to the Contract Documents, or does not meet the requirements of an inspection, test, or approval, or Work associated with Punch List items which the Contractor fails to complete within a reasonable time after issuance of the Punch List by the Owner.
22. **Designer** – Firm retained by the Owner as the Owner's design consultant on the project.
23. **Dispute** – Any claim, dispute, disagreement or controversy between the Contractor and Owner concerning their respective rights and obligations under the Contract Documents.
24. **Engineer** – The individual, acting directly or through a representative, acting within the scope of the particular duties designated in the Notice To Proceed, Notice To Award, or other appropriate document, to decide questions discussed in Article 4.8A, subject to review only pursuant to the provisions in Massachusetts General Laws Chapter 30, Section 39J.
25. **Extra Work** – Work which is not included in the Contract as awarded but found to be necessary for the satisfactory completion of the Contract within its intended scope and bears a reasonable subsidiary relation to the full execution of the Work originally described in the Contract.
26. **Final Acceptance** – The specific date when the remaining punch list items after Substantial Completion and any other items required by the Contract Documents have been completed or corrected to the satisfaction of the Owner, and if required by the Contract, ready for the intended use by the Owner.
27. **Force Majeure** – Acts of God, strikes, lockouts, riots, acts of war, epidemics, governmental regulations imposed after the fact, fire, communication line failures, power failures, earthquakes or other disasters. The Contractor's sole remedy for any delay that occurs due to Force Majeure shall be a time extension.

28. **General Manager** – Shall be the Chief Executive Officer of the Owner, and shall have general direction, supervision and control of the conduct of the business, property, personnel and affairs of the Owner except as may be otherwise prescribed by law or by the regulations of the Board of Directors.
29. **General Terms** – Wherever the words "required," "determined," "directed," "specified," "authorized," "ordered," "given," "designated," "considered necessary," "deemed necessary," "permitted," "reserved," "suspended," "established approval," "approved," "disapproved," "acceptable," "unacceptable," "suitable," "accepted," "satisfactory," "unsatisfactory," "sufficient," "insufficient," "rejected," "condemned," or words of like import are used, they shall be understood to imply "by the Engineer" or "to the Engineer," unless the context clearly indicates a different meaning.
30. **MBTA Transit System** – Owner Transit System, including right-of-way, pavement, tracks, facilities, structures, equipment, appurtenances, and other property of the Owner.
31. **Notice to Bidders** – That portion of the Bid which advertises for Bids for a specific Contract. Notice to Bidders will indicate time and place for submitting and for opening of Bids, location of the Work, a brief description of the Work to be provided, and bid security required.
32. **Notice to Proceed** – Written notice from the Owner to the Contractor to proceed with the Work.
33. **Owner** – Massachusetts Bay Transportation Authority, created by Chapter 563, Section 18 of the Acts of 1964, of the Commonwealth, the party of the first part to the contract.
34. **Project** – That specific portion of the MBTA Transit System indicated in the Contract Documents.
35. **Reference** – Where reference is made in the Contract Documents to publications or standards issued by associations or societies, the intent shall be to specify the current edition of such publications or standards in effect on the date of the contract advertisement or issuance of appropriate addenda, notwithstanding any reference to a particular date.
36. **Risk Allowance** – An allowance of contingency funds which is included in a line item in the Contract. The use of this allowance is solely at the discretion of the Owner and will be authorized only through execution of a Risk Reallocation.
37. **Risk Reallocation** – A document executed and issued to the Contractor by the Owner amending the Contract and reallocating funds from or to the Risk Allowance line item within the Contract without changing the contract value. All Risk Reallocations will be processed in the same manner as Change Orders are processed in accordance with the Owner's most recent manual or guidelines applicable to construction contractor Change Orders. All provisions contained in the Contract applicable to Change Orders shall also apply to Risk Reallocations.
38. **Shop Drawings and Submittals** – Any supplementary drawings or similar data which the Contractor is required to submit for approval, including but not necessarily limited to erection, formwork, and formwork drawings; dewatering; bending diagrams and bar schedules for reinforcing steel; calculations; and manufacturers' catalog information and data.
39. **Subcontractor** – The individual, firm, partnership, corporation, vendor, supplier, or combination thereof to whom the Contractor, with written approval of the Owner, sublets any part of the contract.
40. **Substantial Completion** – Either that the work required by the contract has been completed except for work having a contract price of less than one per cent of the then adjusted total contract price, or substantially all of the work has been completed and opened to public use except for minor incomplete or unsatisfactory work items that do not materially impair the usefulness of the work required by the contract.

41. **Supplementary Conditions** – Supplements and additions to the General Conditions.
42. **Surety** - Corporate body bound with and for the Contractor for the full and complete performance of the Contract and for the payment of all legal debts pertaining to the Work, and who executed the Contract Bonds.
43. **U.S. Department of Transportation (DOT)** – Secretary of the U.S. Department of Transportation, and other person authorized to perform the functions of that office, including representatives of the Federal Transportation Administration (FTA).
44. **Work** – All the construction, materials, equipment, and contractual requirements as specified, shown, or indicated in the Contract Documents, including all alterations, amendments, or extensions thereto made by authorized changes.
45. **Work Directive** – An order in writing issued by the Owner directing the Contractor to perform work which may or may not be Extra Work. The Work Directive shall set forth the work to be done, and if it is known to be Extra Work, shall also include the basis of payment and time adjustments, if any. Following the issuance of a Work Directive, a Change Order shall be executed to amend the Contract Documents if the Work Directive results in a change to the scope or the duration of the Contract.

ARTICLE 2 - CONTRACTOR'S RESPONSIBILITIES

2.1 Safety Requirements

- A. The MBTA is committed to safety on its Projects. The Contractor is primarily responsible for safety and should refer to the specification for Construction Safety for any and all matters related to safety and items such as drug and alcohol testing.

2.2 Warranty of the Work

- A. For a period of time beginning upon Substantial Completion, unless Owner accepts and uses prior to Substantial Completion, and ending 365 days thereafter, the Contractor warrants to the Owner that the Work performed and material and equipment supplied and/or installed under the Contract conforms to all Contract Document requirements, all requirements imposed by law or regulation, and that the workmanship and material and equipment supplied and installed is free from defect. The Contractor shall repair or replace, at the sole option of, and at no cost to the Owner, any Work, material and equipment found to be defective within said warranty period. Repair or replacement shall include the cost of removal and reinstallation and all Work incidental to such removal and reinstallation. The Warranty obligations in this Paragraph A. shall be supplemental and independent to all applicable manufacturers' warranties.
- B. The Contractor agrees that this warranty, and all of the obligations Contractor is subject to thereunder, shall apply also to the performance of Work, and the supply and/or installation of material and equipment under the Contract by Subcontractors, Vendors and Suppliers, of whatever tier, as fully as if the Contractor had directly performed said Work, and directly supplied and/or installed said material and equipment, and the warranty shall also apply to all material and equipment supplied by the Owner and installed under the Contract by the Contractor and/or Subcontractors, Vendors and Suppliers, of whatever tier.

2.3 Cooperation by Contractor

- A. The Contractor shall have one copy of the Contract Documents on the work site and available for reference at all times during the prosecution of the Work.

- B. The Contractor shall ascertain that the materials and workmanship are in accordance with the Contract Documents. The Contractor shall preserve baseline monuments, benchmarks, and other controls for the Work.
- C. The Contractor shall carry on its work such that representatives of Utility Owners, State, or Municipal Departments may enter on the work site without interference to make changes in their facilities which may be affected by the Work. The Contractor shall have no claim for compensation which may be due to or result from work of Utility Owners, State or Municipal Departments. Nothing contained herein shall be construed to hold the Contractor responsible for any acts or omissions by such Utility Owners, State or Municipal Departments, or their contractors.
- D. The Contractor is responsible for attendance and participation in pre- construction and progress meetings with the Owner. These meetings address all project issues including safety and schedule. The Contractor may be responsible to attend additional special meetings that may be necessary to resolve issues of an immediate or short-term nature that cannot wait until the regularly scheduled progress meetings.
- E. The Contractor shall provide all cutting, fitting, and patching of the work that may be required to make its several parts fit together properly, and shall not endanger any work by cutting, excavating, or otherwise altering the work or any part thereof.
- F. Contractor shall cooperate fully with Owner in any investigation relating in any way to the work and issues that arise on site including investigations undertaken by the Owner based on allegations initially made by the Contractor.

2.4 Project Management System

- A. This section specifies e-Builder, a comprehensive Project Management Information System that shall be used for managing documents, communications, and costs for the contract / project. This web-based application is a collaboration tool, which will allow all project team members continuous access through the Internet to important project data as well as up to the minute decision and approval status information. The MBTA is in the process of implementing e-Builder on an enterprise level and functionality will be rolled out in a phased approach. See E-Builder Project Management System Requirements for e-builder requirements.

2.5 Character of Workers, Methods, and Equipment

- A. The Contractor shall at all times employ sufficient labor and equipment to prosecute the several classes of work to full completion in the manner and time required by the Contract Documents.
- B. Prior to starting Work the Contractor shall designate in writing the name, title, qualifications, and experience of his proposed representative who, upon approval by the Owner, shall have complete authority to represent and to act for the Contractor. The authorized representative or a substitute acceptable to the Owner shall be present at the work site at all times while work is actually in progress on the Project. The Contractor shall notify the Owner, in writing, of any proposed change of its representative, and shall provide identical information for approval of the new representative.
- C. Any person employed by the Contractor or by any subcontractor who, in the Owner's judgment, does not perform the work in a proper and skilled manner or is intemperate or disorderly or otherwise unsatisfactory, shall at the written request of the Owner, be removed by the Contractor or subcontractor employing such person, and shall not be employed again in any portion of the Work without the approval of the Owner. If the Contractor fails to take the necessary action to remove such person or persons as required above or fail to furnish suitable and sufficient personnel for the proper prosecution of the Work, the Owner may stop the Work by written notice

until such orders are complied with. Contractor shall have no claim against Owner for any notice issued by the Owner pursuant to this Paragraph E.

- D. All equipment used on the Work shall be of sufficient size and in such mechanical condition as to meet the requirements of the Work and to produce a satisfactory quality of work. Equipment used on any portion of the Work shall be such that no injury to the transit system, city streets, highways, or adjacent property will result from its use.
- E. When methods and equipment to be used by the Contractor in accomplishing the construction are not prescribed in the Contract, the Contractor may use any methods or equipment that demonstrate to the satisfaction of the Owner the ability to accomplish the Work in conformity with the requirements of the Contract.
- F. When the Contract Documents specify the methods and equipment by which the construction shall be performed, such methods and equipment shall be used unless otherwise authorized in writing by the Owner. If the Contractor desires to use a method or type of equipment other than that specified, such authority should be requested in writing from the Owner. The request shall include a full description of the methods and equipment proposed to be used as an explanation of the reasons for desiring to make the change. If written approval is given, it will be on the condition that the Contractor shall be fully responsible for producing construction work in conformity with the Contract requirements. If after trial use of the substituted methods or equipment, the Owner determines that the Work produced does not meet Contract requirements, the Contractor shall discontinue the use of the substitute method or equipment and shall complete the remaining construction with the specified methods and equipment. The Contractor shall remove the deficient Work and replace it with Work of specified quality or take such other corrective action as the Owner may direct. No changes will be made in basis of payment for the construction items involved nor in Contract time as a result of authorizing a change in methods or equipment under these provisions.
- G. Prior to the Contractor's selection of the job superintendent, a detailed resume must be submitted to the Owner for approval. Included in the job superintendent's requirements are:
 - 1. Commonwealth of Massachusetts Department of Public Safety License for Construction Supervisor without any restrictions.
 - 2. A minimum of 10 years of related construction experience

The above requirements may only be waived by the Engineer.

2.6 Contractor's Charge and Care for the Work

- A. Until final written acceptance of the Work, the Contractor shall have the charge and care of the Work. The Contractor shall take every necessary precaution against injury or damage to the Work by action of the elements, or from any other cause, whether arising from the execution or the non-execution of the Work, and especially when blasting is to be done.
- B. Except as provided in M.G.L. Chapter 30, Section 39N, the Contractor shall bear all losses resulting from or due to the amount or the character of the work or because the nature of the land in or on which the Work is done is different from that which was estimated or expected, or due to bad weather or other causes.
- C. The Contractor shall rebuild, repair, restore, and make good all injuries or damages to any portion of the Work occasioned by any cause before its completion and final acceptance, and all bear the expense thereof, except damage to the Work due to war, whether or not declared civil war, insurrection, rebellion or revolution, or to any act or condition incident to any of the foregoing, to "Acts of God" (e.g. hurricane, flood, tornado, cyclone, and earthquake as classified by the United States Weather Bureau for the particular locality and for the particular

season of the year and in addition thereto, damages resulting directly from flooding from any of the aforementioned "Acts of God"). The repair of such damages shall be done by the Contractor and, to the extent not covered by insurance, paid for at the respective Contract unit prices for the quantity and items of Work involved. In any case in which the estimate for replacing such Work or repairing such damage caused by war, whether or not declared, civil war, insurrection, rebellion or revolution, or to any act or condition incident to the foregoing, or an "Act of God" combined with any previously authorized Extra Work results in a change of such magnitude as to be incompatible with competitive bid status, the Owner reserves the right to terminate the Contract and to call for new bids and award a new Contract for such Work. In the event a Contract is terminated for such reason, the Owner will pay the Contractor such sum as may be due for Work performed up to the date of the "Act of God", or of damage directly due to war, whether or not declared, civil war, insurrection, rebellion or revolution, or to any act or condition incident to any of the foregoing and will also take over and pay for any material stored at the site of the Work provided said material was intended to be and could have been incorporated into the Work; the Owner will also take over and pay for any material which was being especially fabricated for incorporation into the Work, provided, however, that as a condition precedent to the Owner's liability for such material, the Contractor is legally liable therefore and the material was intended to be and could have been incorporated in the Work

- D. Issuance of an estimate on any part of the Work done will not be construed as final acceptance of any Work completed up to that time.
- E. Should the Contractor fail to take prompt action whenever conditions make it necessary, the Owner will make emergency repairs or cause the same to be made, with the stipulation that the costs for such repairs shall be charged against the Contractor and deducted from monies due the Contractor.
- F. In case of suspension of Work from any cause whatsoever, the Contractor shall be responsible for the Contract and shall take such precautions as may be necessary to prevent damage to the Work, provide suitable drainage and shall erect any necessary temporary structures, signs, or other facilities. The Contractor shall also maintain in an acceptable growing condition all living material in newly established plantings, seeding, and sodding furnished under the Work, and take adequate precautions to protect new tree growth and other important vegetative growth against injury.

2.7 Confidentiality

- A. Certain information contained in these Contract Documents is deemed by the Owner to be sensitive to the Owner's operating system. The Contractor agrees that the Contract Documents are provided solely for use by the Contractor and its employees, consultants, suppliers and subcontractors in the performance of Work under these Contract Documents. The information contained herein, and such information, drawings, submittals and the like, developed by the Contractor, or by those employed by the Contractor in the performance of the Work, or such other information subsequently provided to the Contractor by the Owner related to the Work, is, to the maximum extent permitted by law, confidential and shall be treated and protected accordingly. Contractor shall disseminate this information only to those entities which have a "need to know" solely in connection with the performance of the Work under this Contract and will make the minimum number of copies available to others as is necessary to perform the Work.
- B. The Contractor shall inform its employees, consultants, suppliers and subcontractors of the sensitive and confidential nature of the information contained herein and (i) shall obtain from them their verbal acknowledgement that they understand the sensitive and confidential nature of such information; and (ii) that they agree to keep such information confidential. In the event that any employee, consultant, supplier or subcontractor refuses to provide such verbal acknowledgement, or fails to keep such information confidential,

such person shall be denied access to the site and shall not be permitted to perform any Work under the Contract Documents, and the Contractor shall replace such employee, consultant, supplier or subcontractor at no additional cost to the Owner.

2.8 Requirement to Submit a Monthly Invoice

- A. The Contractor shall submit a monthly invoice for work performed within the last 45 day period consistent with the requirements of the MBTA Invoicing Procedures.

ARTICLE 3 - OWNER'S RIGHTS

3.1 Intent of the Contract

- A. Intent of the Contract is to provide for the construction and completion in every detail of the Work. The Contractor shall complete the Work to the satisfaction of the Engineer at the prices set forth and agreed upon. Where portions of the Work are described in general terms, but not in complete detail, the best general practice shall be followed. Only materials and workmanship of best standard quality shall be used. The Contractor shall, unless otherwise specified, furnish all labor, superintendence, materials, tools, equipment and incidentals necessary to complete the Work in a proper, thorough, and workmanlike manner.

3.2 Contract Drawings

- A. Contract Drawings showing the general arrangement and such details as necessary to give a comprehensive idea of the construction contemplated will be furnished by the Owner. As work progresses, the Contract Drawings may be supplemented as required to amplify or control the work. The Contractor shall perform the work required by such supplements without additional compensation, except as provided by the Contract.

3.3 Coordination of Contract Drawings, Contract Specifications, and Standard Specifications/ Order of Precedence

- A. Contract Drawings (including Authority Standards as may be referenced therein), Contract Specifications, and all supplementary documents are essential parts of the Contract, and a requirement occurring in one is as binding as though occurring in all. They are intended to be complementary and to describe and provide for a complete Work. In the event of any discrepancy between a Drawing and figures written thereon, the figures, unless obviously incorrect, are to govern over scaled dimensions. Contract Drawings will govern over Contract Specifications. Where work is to be accepted by a municipality, railroad, or utility company, the Reference Utility Standards which apply to their materials and workmanship will govern.
- B. The Contractor shall take no advantage of any apparent error or omission in the Contract Documents. If the Contractor discovers such an error or omission, the Owner shall be notified immediately. The Owner will then make such corrections and interpretations as may be deemed necessary to fulfill the intent of the Contract.

3.4 Subletting or Assignment of Contract

- A. The Contractor shall not sublet, sell, transfer, assign, or otherwise dispose of the Contract or any portion thereof, or of the Contractor's right, title, or interest therein, without written consent of the Owner. No subcontracts, or transfer of contract, shall in any case release the Contractor from liability under the Contract and bonds.

3.5 Finality of Engineer's Determinations

- A. The Engineer shall decide all questions relating to interpretations of the Contract Documents and may alter, and adjust, and approve them when necessary; all questions relating to quality, value, and acceptability of materials to be furnished and work provided or to be provided; all questions relating to payments to the Contractor; all questions relating to progress of the Work and the need for and manner of correcting it; all questions relating to the need for and terms of Extra Work; all questions relating to the Contractor's supervision, control, and direction of the Work and the use of it; and all questions as to the acceptable fulfillment of the Contract by the Contractor. The Contractor agrees that the determination and decision of the Engineer of law or fact is final and conclusive subject to review only if such decision is made in bad faith, fraudulently, capriciously, or arbitrarily is unsupported by substantial evidence, or is based upon error of law, pursuant to the provisions of M.G.L. c 30, Section 39J. The determination and decision of the Engineer, in case any questions arise, is a condition precedent to the right of the Contractor to receive any money hereunder.

3.6 Authority and Duties of Owner's Assistants

- A. The Owner may appoint assistants and representatives. The assistants and representatives are authorized to inspect work and materials, to give directions pertaining to the Work or to the safety and convenience of the public, to approve or reject materials and to make measurements of quantities.
- B. In case of any dispute arising between the Contractor and the Owner's assistants, as to materials furnished or the manner of providing work, the Owner's assistants are authorized to reject materials or to suspend work until the dispute is referred to and decided by the Owner.
- C. Except in an emergency, the Owner's assistants are not authorized to revoke, alter, enlarge, relax, or release any requirements of these Specifications nor to issue instructions contrary to the Contract Drawings and Specifications.
- D. The Owner's assistants will not act as foremen or perform other duties for the Contractor.

3.7 Inspection of Work

- A. All materials and each part or detail of the Work shall be subject to inspection by the Owner. The Owner shall at all times have access to the Work and be furnished with information and assistance by the Contractor as required to make a complete and detailed inspection.
- B. The Contractor, if requested by the Owner, shall before acceptance of the Work, remove or uncover such portions of the finished Work as directed. After examination, the Contractor shall restore said work to the standard required by the Contract Documents. Should Work exposed or examined prove acceptable, the uncovering, or removing, and the replacing of the covering or making good of the parts removed will be paid for as Extra Work. Should Work exposed or examined prove unacceptable, the uncovering or removing and the replacing of the covering or making good of the parts removed, will be at no additional expense to the Owner.
- C. Any Defective Work, or Work done or materials used without authorization by the Owner may be ordered removed and replaced at no additional expense to the Owner.
- D. The Contractor shall furnish written information to the Owner stating the original sources of supply of all materials manufactured away from the Work site. This information shall be furnished at least two weeks (or as otherwise required by the Owner) in advance of the incorporation in the Work of such materials.
- E. Inspection of Work shall not relieve the Contractor of any of its obligations to fulfill the requirements of the Contract Documents. Failure to reject any defective Work or materials shall not in any way prevent later rejection when such defect is discovered, nor obligate the Owner to make final acceptance.

- F. Upon failure of the Contractor to remedy, remove, or replace defective or unauthorized Work, or to comply promptly with any requirement of the Owner made under this Article 4.11, the Owner may cause defective or unauthorized Work to be remedied, removed, or replaced by others and deduct the costs thereof from any monies due or to become due to the Contractor.

3.8 Substantial Completion and Final Acceptance

- A. Upon Substantial Completion of the Work, the Contractor shall present, in writing, to the Owner its certification that the Work has been substantially completed. Within 21 days thereafter, the Owner as a result of its inspection of the Work will present to the Contractor either a written declaration that the Work has been substantially completed or an itemized list of incomplete or unsatisfactory Work items required by the Contract sufficient to demonstrate that the Work has not been substantially completed. The Owner may include with such list a notice setting forth a reasonable time, which shall not in any event be prior to the Contract completion date, within which the Contractor must achieve substantial completion of the Work. If the Owner fails to respond, by presentation of a written declaration or itemized list as aforesaid, to the Contractor's certification within the 21-day period, the Contractor's certification shall take effect as the Owner's declaration that the Work has been substantially completed.
- B. If the Work or any part thereof is not acceptable to the Owner at the time of the inspection, the Contractor will be notified in writing of the particular defects or parts to be remedied before final acceptance. If the Contractor has not arranged within a period of five days after the date of transmittal of such notice of non-acceptability, to complete the Work as directed by the Owner, the Owner may, without further notice and without in any way affecting the Contract, make such other arrangements as may be considered necessary to insure satisfactory completion of the Contract. The cost of completing such Work will be deducted from any monies due or which may become due to the Contractor under the Contract.
- C. See the Measurement and Payment specification for Final Acceptance and Final Payment.

3.9 Opening Portions of Contract for Operation

- A. Any portion of the Work which is in acceptable condition for operation may be opened for MBTA Transit System operation as directed in writing by the Owner, but such opening for operation shall not be construed as an acceptance of the Work or part thereof, nor shall it act as a waiver of any of the provisions of the Contract Specifications or of the Contract; provided, however, that on such portions of the Contract as are opened for such use, the Contractor shall not be required to assume any expense entailed in maintaining the MBTA Transit System for operation. The Owner will be responsible for maintenance and any damage to the Work caused solely by MBTA Transit System operation on any portion of the Contract which has been opened to operation as stipulated above, and it may order the Contractor to repair or replace such damage, where upon the Contractor shall make such repairs at Contract unit prices so far as the same are applicable, or as Work Directives, if there are no applicable items in the Contract.
- B. If the Contractor is delayed in completing shoulders, drainage structures, or other features of the non-transit system portion of the Work, the Owner may order all or a portion of the non-transit system portion of the Work open to traffic, but in such event the Contractor shall not be relieved of its liability and responsibility during the period the Work is so opened prior to final acceptance. The Contractor shall conduct the remainder of its construction operations so as to cause the least obstruction to traffic.

ARTICLE 4 - CHANGES IN THE WORK

4.1 General

- A. Changes in the Work may be accomplished after execution of the Contract, and without invalidating the contract, as a result of:
 - 1. Owner changes in the contract drawings and specifications pursuant to Paragraph 4.4;
 - 2. Differing Site Conditions pursuant to Massachusetts General Laws Chapter 30, Section 39N;
- B. If the Owner agrees that a change in the work should result in increased compensation to the Contractor, the construction contract shall be modified by a Change Order. If a Change Order cannot be issued prior to the need to commence the work then the Owner shall issue a Work Directive pursuant to paragraph 4.2.
- C. The construction contract information is supplemented by the Owner's Construction Contractor Change Order Manual. The most recent edition of the Construction Contractor Change Order Manual can be found on the Owner's web site. A link to the Construction Contractor Change Order Manual can be provided upon request. The Contractor shall submit, and the Owner will review change orders and extra work in accordance with the Manual.

4.2 Work Directives

- A. Extra Work shall be authorized by a change order consistent with Article 4.3. If the extra work needs to commence prior to the execution of a change order, the Owner shall issue a Work Directive. The Contractor shall not commence services for extra work without a Change Order or a Work Directive issued by the Owner.
- B. If the Owner and the Contractor disagree as to whether certain work is within the Contractor's scope or should be considered Extra Work, the Owner shall issue a Work Directive directing the Contractor to proceed and the Contractor reserves its rights to file a dispute in accordance with this Agreement. The Owner may also issue a Work Directive related to a credit change order.

4.3 Change Orders

- A. If the Contractor believes that the changes are of sufficient magnitude as to entitle the Contractor to additional compensation, the Contractor shall request a change order to the Contract. The procedure for submitting a request for a change order pursuant to this Article 4.3 is a two-step process. First, the Contractor must provide an initial written notice including a statement to the Owner of a potential change order pursuant to this Article 4.3 within 14 days after the Contractor knows or should have known of the potential change order or within 14 days of receiving a Work Directive. Such a written statement shall contain a description of the nature of the work provided or damage sustained. Second, within 30 days following the date of the written notice to the Owner, the Contractor shall submit a Cost Proposal consistent with the requirements of the Change Order Manual. Compliance with this Paragraph A. shall be a strict condition precedent. Unless both the Notice and the Cost Proposal are provided within the times set forth in this Paragraph D, the claim for compensation shall be forfeited and invalidated, and the Contractor shall not be entitled to payment due to any such work or damage. The Contractor may request in writing an extension of time for submitting a cost proposal. If such extension is granted by the Owner, then the cost proposal shall be due on that date.
- B. If the Contractor believes that the changes are of sufficient magnitude as to require additional time to complete the Contract, the Contractor shall submit a request for an extension in contract time consistent with the requirements of Article 5 and the construction schedule specifications. If the Contractor is requesting additional compensation and additional time related to the same potential change then the time extension request shall be submitted at the same time as the cost proposal.
- C. Notice by the Contractor and the keeping of costs by the Owner shall not in any way be construed as proving the validity of the claim.

- D. By submitting a Cost Proposal to the MBTA, the Contractor is certifying that an Authorized Representative(s) has reviewed all costs and pricing data provided by said Company to the Massachusetts Bay Transportation Authority (MBTA) for the purpose of establishing a value for a Change Order and that to the best of their knowledge and having done diligence all cost and pricing are current and accurate as of the date of its cost submission. This certification includes an affirmation that the Contractor is aware of the Massachusetts and Federal statutes concerning false and/or fraudulent claims and that the Company and its submittal are in full compliance with the requirements of these laws.
- E. Unless specifically noted in the Change Order, Extra Work will not extend the time of completion of the Contract.
- F. Determination of the Engineer will be final upon all questions concerning the amount and value of Extra Work.
- G. Payment for Extra Work will be as provided for in the specification for Measurement and Payment.
- H. Change requests not exceeding \$ 50,000.00 in value, when approved by the Owner, shall be processed through the expedited Small Dollar Program change action process which is intended to reduce the documentation requirements and enable more efficient processing of the changes to the contract. The MBTA in its discretion may elect to use the Small Dollar Program for change orders in excess of \$50,000.

4.4 Owner Changes in the Contract Drawings and Specifications

- A. The Owner reserves the right at any time during the progress of the Work to make alterations to, deviations from, additions, to, and deletions from the Contract Drawings and Specifications. Such changes shall not invalidate the Contract nor release the surety. The Contractor agrees to accept the Work as changed, the same as if it had been a part of the original Contract. Such changes will be authorized in writing by the Owner pursuant to the Contractor's Change Order Manual or emergency authorizations.
- B. If an alteration, deviation, addition, or deletion increases or decreases the cost of performance of the Work or requires the Contractor to furnish materials or provide work of a kind not susceptible of classification for payment under any of the items scheduled in the bid, the Contractor may request a change order consistent with Article 4.3 covering the work to be done and the manner and method of payment.
- C. The Contractor shall accept as full compensation for Work except as otherwise provided for in this Article 4, the Contract unit prices stipulated in the Contract for the actual quantity of work provided in an acceptable manner. If the Contract does not include unit prices related to the work, the Owner and the Contractor shall agree on reasonable and acceptable compensation consistent with the terms of the Owner's Construction Contractor Change Order manual.
- D. If an alteration, deviation, addition, or deletion increases or decreases the time of performance of the Work, the Contractor may submit a request for an extension in contract time consistent with Article 4.3 covering the work to be done.
- E. If the Contractor and the Owner disagree on increased or decreased costs, or the time of performance, the Owner may issue a unilateral Change Order pursuant to Article 4.5.

4.5 Owner Unilateral Action

- A. The Owner may at any time in its sole discretion unilaterally issue a Risk Reallocation or Change Order to Contractor for any purpose relating to work under this Contract, including without limitation to address any disagreement between the parties regarding the scope of cost of the work, or whether the Contractor has performed in accordance with the requirements of the Contract. A unilaterally issued Change Order need not include a consent or acknowledgement by Contractor. Contractor shall proceed immediately as directed in the

unilaterally issued Change Order without prejudice to its rights to assert claims for additional compensation or time under Articles 4.3 and 5.2 as applicable.

4.6 MBTA Authority

- A. Only the Board of Directors, General Manager, or their designees, are authorized to approve the award of a contract and issuance of other contract actions in accordance with the Owner's authorization levels approved by the Board of Directors or its designee(s). The General Manager may delegate the approval of contract actions and employees of the Owner are only authorized to request work or authorize work to be performed consistent with MBTA delegated authority. The Owner will not accept any responsibility whatsoever for work performed for which there is no specific proper required authorization.
- B. Pursuant to Section 4.6A. above, the signing or initialing of contractor or subcontractor time and materials (T&M) daily reports by the Owner's employees shall be of no legal significance other than to simply acknowledge that work was performed.

4.7 Resolution of Disputed Changes

- A. Any disputes relating to changes in the work are subject to the terms and conditions of Article 9.

ARTICLE 5 - TIME

5.1 Prosecution of Work

- A. The Contractor shall commence Work upon issuance of a Notice to Proceed unless otherwise ordered in writing by the Owner; and Contractor shall complete the specified milestones by the dates specified below from the date of the Notice to Proceed.
- B. On or before the date stated in the Supplementary Conditions for completion, or the date to which the time of completion will have been extended under the provisions of Article 5.2, the Work shall have been performed in accordance with the terms of the Contract. The time in which the various portions and the whole of the Contract are to be provided and the Work is to be completed is an essential part of the Contract.
- C. The Owner may withhold monies due to the Contractor, including retainage, in order to secure payment of liquidated damages.
- D. The liquidated damages assessed in accordance with this section shall be construed as liquidated damages to compensate the Owner for all additional costs incurred by the Owner as a result of the failure of the Contractor to fully complete said work within the specified milestones, and not as a penalty.
- E. Permitting the Contractor to continue and finish the Work or any part of it after the time fixed for its completion, or after the date to which the time for completion may have been extended, shall not operate as a waiver on the part of the Owner of any of its rights under the Contract.
- F. The Contractor shall not receive any additional compensation for the requirements of this Article.

5.2 Determination and Extension of Contract Time for Completion

- A. The Contractor shall complete, entirely, and in an acceptable manner, the Work required under the Contract within the time stated in the Bid Form and Article 5.1, except that the Contract time for completion shall be adjusted as follows:

1. In case commencement of work is delayed or any part thereof is delayed or suspended by the Owner (except for reasons caused by the fault or neglect of the Contractor), the Contractor will be granted an extension of time in which to complete the Work or any portion of the Work required under the Contract equivalent to the duration of the delay less a reasonable period of time within which the Contractor could have done necessary preliminary work.
 2. When delay occurs due to Force Majeure, the time for completion of the Work shall be extended as determined by the Owner to be equitable. This time extension shall be the Contractor's sole remedy for any delay that occurs due to Force Majeure.
 3. An "Act of God" as used in this Article is understood to imply an earthquake, flood, cyclone, hurricane, tornado or other cataclysmic phenomenon of nature beyond the power of the Contractor to foresee or make preparation in defense of. A rain, windstorm or other natural phenomenon of normal intensity, based on United States Weather Bureau reports, for the particular locality and for the particular season of the year in which the Work is being prosecuted, shall not be construed as an "Act of God" and no extension of time will be granted for delays resulting therefrom. This time extension shall be the Contractor's sole remedy for any delay that occurs due to "An Act of God".
 4. Within the scope of acts of the Government, consideration will be given to properly documented evidence that the Contractor has been delayed in obtaining any material or class of labor because of any assignment of preference ratings by the Federal Government or its agencies to other defense contracts.
 5. Each Change Order as issued will include a statement of additional time, if any, that is agreed upon by the Contractor and the Owner required for the completion of the Contract by reason of this Change Order, and no other time allowance due to the performance of the Work covered by such Change Order will be allowed.
- B. An extension of time will not be granted for any delay or any suspension of the Work due to the fault of the Contractor, nor if a written request for an extension of time on account of delay due to any of the aforesaid causes is not filed within 14 days of the date of the commencement of the delay nor if the request is based on any claim that the Contract period as originally established was inadequate.
- C. Time is of the essence in the performance of this Contract. The Contract period has been carefully considered and has been established for reasons of importance to the Owner. This time limit will be enforced.
- D. The probable slow-down or curtailment of Work during inclement weather and winter months has been taken into consideration in determining the total time required to complete the Contract. No extension of time will be allowed due to this reason.

5.3 Failure to Complete Work on Time

- A. On or before the date stated in the Contract Documents, or the date to which the time of completion will have been extended under the provisions of Article 5.2, the Work shall have been performed in accordance with the terms of the Contract. The time in which the various portions and the whole of the Contract are to be provided and the Work is to be completed is an essential part of the Contract.
- B. See Article 5.1 relating to liquidated damages.

5.4 Delay and Suspension of Work

- A. The Owner has the authority to delay the commencement of the Work and delay or suspend any portion thereof, for such period or periods as it may be deemed necessary, because of conditions beyond the control of the Owner or the Contractor, for the failure of the Contractor to correct conditions unsafe for the general public; for failure

to carry out provisions of the Contract; for failure to carry out orders; for causes and conditions considered unsuitable for the prosecution of the Work; for acts of third persons not a party to the Contract; or for any other cause, condition, or reason deemed to be in the Owner interest.

- B. Upon receipt of written order of the Owner, the Contractor shall immediately delay the commencement of the Work or delay or suspend any portion thereof in accordance with said order. Work shall not be suspended or delayed without prior written approval or order of the Owner. The work shall be resumed when conditions warrant or deficiencies have been corrected and the conditions of the Contract satisfied as ordered or approved in writing by the Owner. The Contractor's attention is also directed to the requirements provided in the specification for Temporary Controls and Article 2.6 which shall govern during any period of temporary or partial suspension of work.

5.5 Claims for Delay Damages

- A. The Contractor shall have no claim for damages or compensation for additional costs of any kind for or based on delay, hindrance, interference or disruption, or other time-related damages of any kind, including suspension, except as set forth below:
 - 1. When the Owner has determined that there is a critical, excusable, non-concurrent delay caused exclusively by the Owner ("Owner Caused Non-Concurrent Delay") the Contractor shall be awarded delay damages subject to paragraphs a. - c. below:
 - a. The first 15 days of Owner Caused Non-Concurrent Delay on the Project shall be non-compensable;
 - b. The Contractor shall only recover delay damages for Owner Caused Non-Concurrent Delay through Substantial Completion. There shall be no recoverable delay damages for costs incurred due to delay, hindrance, interference, disruption, or other time-related damages of any kind, including suspension, after Substantial Completion;
 - c. Allowable delay damages include a reasonable estimate of the contractor's time dependent costs for on-site laborers, project management and supervisory costs, superintendent, safety supervisor, schedulers, quality control engineers, site vehicles, site office rental, site office utilities, internet and phone, site office supplies and insurance costs. Allowable delay damages do not include home office overhead or profit, or other time related costs, all of which are hereby deemed non-compensable.

5.6 Subcontractor Pass through Claims from Written Suspension Order (M.G.L. Chapter 30, Section 390)

- A. Attention is directed to Section 39O. of Chapter 30 which requires that every contract subject to the provisions of Section 39M of Chapter 30 contain the following provisions 1. and 2. in their entirety and, in the event a suspension, delay, interruption, or failure to act by the Authority increases the cost of performance to any subcontractor, that subcontractor shall have the same rights against the general contractor for payment for an increase in the cost of its performance as provisions 1. and 2. give the general contractor against the awarding authority, but nothing in provisions 1. and 2. shall in any way change, modify, or alter any other rights which the general contractor or the subcontractor may have against each other.
 - 1. The awarding authority may order the Contractor in writing to suspend, delay, or interrupt all or any part of the Work for such period of time as it may determine to be appropriate for the convenience of the Authority; provided, however, that if there is a suspension, delay, or interruption for 15 days or more or due to a failure of the awarding authority to act within the time specified in the Contract, the awarding authority will make

an adjustment in the contract price for any increase in the cost of the performance of this contract but shall not include any profit to the general contractor on such increase; and provided further, that the awarding authority will not make any adjustment in the contract price under this provision for any suspension, delay, interruption, or failure to act to the extent that such is due to any cause for which this contract provides for an equitable adjustment of the contract price under any other contract provision.

2. The general contractor must submit the amount of a claim under provision 1. to the awarding authority in writing as soon as practicable after the end of the suspension, delay, interruption, or failure to act and, in any event, not later than the date of final payment under this contract and, except for costs due to a suspension order, the awarding authority shall not approve any costs in the claim incurred more than 20 days before the Contractor notified the awarding authority in writing of the act or failure to act involved in the claim.
- B. Costs allowed on any claim submitted pursuant to this Article 5.6 shall include the estimated cost of direct labor, materials and use of equipment, plus 10% of this total for overhead, with no profit. Allowable costs on allowed claims shall be limited to increased on-site labor, project management and supervisory costs, equipment costs, labor escalation, material escalation, extended equipment rental, storage and restocking of materials, winter conditions, demobilization, remobilization, workers compensation, employers liability insurance, health, welfare and pension benefits, social security deductions, employment security benefits and fringes per labor agreement on allowable direct costs and bond costs.
- C. Overhead shall not be allowed on any claim submitted pursuant to this Article except for the 10% markup referenced in Paragraph B. above. Non-compensable overhead costs include, but are not limited to, mandatory onsite supervision, company truck and repairs, oil changes, office telephone and internet, project management, administrative costs for monthly requisitions including subcontract requisitions, administrative payroll costs, small tools, manual equipment, extended home office overhead, executive salaries and general conditions.

ARTICLE 6 - INSURANCE AND INDEMNITY

6.1 Insurance Requirements –

The Contractor shall provide and maintain insurance of the types set forth below with minimum limits as described in the Insurance Tier for the Contract.

- A. **Commercial General Liability:** The Contractor shall carry and maintain Commercial General Liability Insurance covering all operations by or on behalf of the Contractor on an occurrence basis against claims for bodily injury, property damage (including loss of use), personal injury and advertising injury.
1. Policy Endorsement deleting any exclusion for work within 50 feet of railroad tracks, ISO Endorsement CG 24 17, or its equivalent if applicable.
 2. Explosion, Collapse and Underground Hazards, if applicable.
 3. Products/Completed Operations shall be maintained for a period of at least six (6) years after completion and acceptance of work and final payment or for the period of the applicable Statute of Repose, whichever is longer. A copy of the endorsement evidencing the 6-year coverage for the Products/Completed Operations shall be provided prior to the start of the Project. Such obligation to provide Products/Completed Operations coverage shall survive any suspension or termination of the Contract.
- B. **Automobile Liability:** The Contractor shall carry and maintain Automobile Liability Insurance covering the use of all vehicles; owned, leased, hired and non-owned.

- C. **Umbrella Liability:** The Contractor shall carry and maintain a Follow Form Excess Liability Insurance Policy covering all work and services performed under the Contract. Such insurance shall contain no exclusions not contained on the underlying Commercial General Liability or Automobile Liability Policies.
1. Such insurance shall follow the form of underlying insurance terms and conditions. The Excess Policy shall identify the Commercial General Liability and Automobile Liability Policies on the Schedule of Underlying Policies Endorsement, or its equivalent.
- D. **Worker's Compensation and Employer's Liability:** The Contractor shall carry Worker's Compensation Insurance, including Employers Liability Insurance as provided by Massachusetts General Laws, Chapter 152, as amended, covering all work performed under the Contract.
1. When work will be performed on or over navigable waters, a Longshore and Harbor Workers Endorsement shall be provided to cover employees for wages, transportation, maintenance and cure in accordance with applicable laws.
 2. When operations are to be performed upon navigable waterways and barges, Tug Boats, and all other vessels on the ocean and all intra-continental rivers and canals, as well as drivers, divers, and underwater personnel are utilized, a Maritime Coverage Endorsement (Jones Act) shall be provided to cover the seamen, masters and members of a crew in accordance with applicable laws, providing remedy for damage or injury in the course of employment.
- E. **Contractor's Pollution Liability:** The Contractor or his designated Subcontractor shall carry and maintain Pollution Liability Insurance for sudden and accidental and non-sudden and gradual occurrences arising out of the work being performed under this Contract including, but not limited to, all hazardous material identified under this Contract. The terms and conditions for this required insurance shall include the following, as applicable:
1. This coverage may be provided on a claim-made basis.
 2. The Contractor shall designate the disposal site and furnish a Certificate of Insurance from the Disposal Facility for Environmental Impairment Liability Insurance covering liability for sudden and accidental occurrences in the amount of not less than \$3,000,000 per occurrence and \$6,000,000 aggregate.
 3. The Contractor shall designate the hauler and furnish a Certificate of Insurance from the hauler for Automobile Liability insurance with endorsement MCS90 for the liability arising out of the transportation of hazardous material with an amount not less than \$5,000,000 annual aggregate.
 4. Certificates of Insurance shall clearly state that the hazardous material exposure identified under this Contract is covered under these Pollution Liability Insurance Policies.
- F. **Builders Risk:** The Contractor shall purchase and maintain property insurance written on a builders risk "all risk" completed value policy form and sufficient to cover the total value of the Project including materials, equipment, machinery and supplies furnished, existing structures plus subsequent contract modifications on a replacement cost basis. The insurance required by this clause shall cover direct physical loss or damage from risks of fire, explosion, theft, vandalism, malicious mischief, water damage, mechanical and electrical breakdown, debris removal, collapse, earthquake, flood, windstorm and terrorism. The insurance shall provide coverage for ensuing loss or resulting damage from error, emission, or deficiency in construction methods, design, specifications, workmanship, or materials. The insurance shall provide coverage for loss or damage to false work and temporary structures. The insurance shall also provide coverage for debris removal, including any demolition caused by the enforcement of any legal requirements, transit, off site storage, and soft costs if requested by the MBTA. It shall cover reasonable compensation for consultants', designers' and contractors' services and expenses including claims preparation expenses. The terms and conditions for this required insurance shall include the following, as applicable:
1. Insurance shall be maintained until the Project is placed into its intended use unless otherwise provided in contract documents or agreed in writing by the parties to the contract.

2. Insurance shall include the interests of the MBTA in the Project as additional named insured.
3. Required insurance shall be taken out before the Contract is commenced and be kept in full force and effect throughout the term of the Contract, shall be primary to and non-contributory to any insurance or self-insurance maintained by the MBTA.
4. Deductibles and retentions shall be the responsibility of the Contractor.

G. Property: The contractor shall purchase and maintain property insurance written on an "all risk" basis sufficient to cover the total value of equipment, tools, and materials owned or rented by the Contractor.

H. Valuable Papers: The Contractor shall carry Valuable Papers and Records Insurance to cover restoration or replacement of plans, drawings, computations, field notes and other data pertinent to the Project Design Agreement with minimum limits of \$500,000.

I. Railroad Protective: If the Contractor, or any of the Contractor's subcontractors shall be performing activities within the Railroad right-of-way, the Contractor shall furnish broad form Railroad Protective Liability Insurance covering all work performed by the Contractor and all subcontractors under this Contract.

The terms and conditions for this required insurance shall include the following, as applicable:

1. The MBTA, the Massachusetts Department of Transportation, and applicable railroads shall be named insured on such insurance. One policy shall cover all railroad companies required.
2. Such policies shall provide 60 days-notice to each named insured by the insurance company before any change or cancellation of the policies.
3. The required Railroad Protective Insurance provided herein must be in the form commonly referred to as the AAR-AASHTO-Form (not Oregon).
4. The Contractor shall furnish to the MBTA, the Massachusetts Department of Transportation, and railroad companies a signed original of the policy for Railroad Protective Liability prior to entry upon the railroad right-of-way. Original policies and certificates shall be completed and sent out to the MBTA, the Massachusetts Department of Transportation, and applicable railroads listed below:

MBTA:	Director of Risk Management Massachusetts Bay Transportation Authority 10 Park Plaza Boston, MA 02116 Tel. (617) 222-5054 riskmanagement@mbta.com (e-mail all certificates to this address and clearly label Contract Number in the Description of Operations section)
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MassDOT:	Ms. Jean Fox Office of Transportation Planning Massachusetts Department of Transportation 10 Park Plaza, 4th Floor Boston, MA 02116
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Mass Coastal:	General Manager Massachusetts Coastal Railroad 12 Harding Street Lakeville, MA 02347 Tel. (508)291-2116
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Cape Cod Central Railroad:	General Manager Cape Cod Central Railroad 12 Harding Street Lakeville, MA 02347
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Tel. (508)291-2116

Keolis:

Contract Administration Keolis
Commuter Services 470 Atlantic
Avenue
Boston, MA 02210
Tel. (617) 849-7977

- J. Aircraft Liability:** If required by the Scope of Work, the Contractor shall obtain Aircraft Liability insurance applicable to liability for bodily injury and/or property damage arising out of the ownership, maintenance, occupancy or operation of any owned, hired or non-owned aircraft. The Contractor shall have all licenses and/or certifications required for use in place.
- K. Watercraft Liability:** If required by the Scope of Work, the Contractor shall obtain Aircraft Liability insurance applicable to liability for bodily injury and/or property damage arising out of the ownership, maintenance, occupancy or operation of any owned, hired or non-owned aircraft. The Contractor shall have all licenses and/or certifications required for use in place.
- L. Cyber Liability:** If required by the Scope of Work, the Contractor shall carry and maintain Network Security and Privacy Liability, including but not limited to unauthorized access, failure of security, breach of privacy perils, wrongful disclosure, collection, or other negligence in the handling of confidential information, privacy perils, and including coverage for related regulatory defense and penalties. The policy shall contain Data Breach expenses and be payable whether incurred by the MBTA or its designated Cloud/Data Hosting Vendor, including but not limited to consumer notification, whether or not required by law, computer forensic investigations, public relations and crisis management firm fees, credit file or identity monitoring or remediation services. The policy shall contain an affirmative coverage grant of contingent bodily injury and property damage emanating from the failure of the technology services or an error or omission in the content/information provided.
- M. Additional Requirements for all Insurance:**
1. Required insurance shall be placed with insurance companies licensed and/or authorized by the Massachusetts Division of Insurance to do business in the Commonwealth of Massachusetts and having a Best's rating of A-/X or better.
 2. Required insurance shall be placed before the Contract is commenced and be kept in full force and effect throughout the term of the Contract, or longer if required by the terms of the Contract.
 3. Required insurance shall be primary to and non-contributory to any insurance or self -insurance maintained by the MBTA.
 4. The MBTA shall be given at least 60 days advance written notice in the event of any cancellation or materially adverse change in coverage and a minimum of 10 days-notice for non-payment of any premium.
 5. Prior to the effective date of the Contract and throughout the term of the Contract, the MBTA shall be provided with certificates of insurance with the MBTA named as an additional insured and evidencing that such insurance policies, including required limits and sub limits, are in place and provide coverage as required. The Scheduled Additional Insured and Waiver of Subrogation Endorsements should be attached to the Certificate of Insurance or referenced in the Description of Operations Section.
 6. Upon request and at its sole discretion, the MBTA shall be provided with a copy of complete and unredacted policies at any time throughout the term of the Contract.
 7. All required insurance, with the possible exception of Pollution Liability Insurance, shall be written on an occurrence basis form, as opposed to a claim made basis form.
 8. The MBTA and the Massachusetts Department of Transportation shall be named as additional insureds under the Commercial General Liability, Automobile Liability, Umbrella, Pollution Liability, Builder's Risk Insurance Policies, and other policies as indicated. The MBTA may require that other entities be named as additional insureds under certain policies, if appropriate.

9. The Workers' Compensation and Employers' Liability Insurance Policies shall include a waiver of subrogation in favor of the MBTA and the Massachusetts Department of Transportation which precludes these insurers from being able to make any subrogation claims against the MBTA.
10. Required insurance shall not contain any exclusions for acts of terrorism, and shall fully cover any acts of terrorism, irrespective of whether such acts of terrorism are caused by domestic or foreign terrorists, and irrespective of whether such acts of terrorism are certified or non-certified by the Secretary of the Treasury, in concurrence with the Secretary of State and the Attorney General of the United States, to be an act of terrorism pursuant to the federal Terrorism Risk Insurance Act of 2002.
11. Unless specific limits for subcontractors are required by the Contract, the Contractor shall ensure that all subcontractors are properly ensured to cover their operations performed pursuant to the Contract. The Contractor shall be held responsible for any modifications, deviations or omissions in the compliance with these requirements by the subcontractors.
12. Asbestos Conditions: In the event it is determined during excavation or construction that an asbestos condition does exist, a Licensed Asbestos Specialist shall be employed by the Contractor to perform the asbestos containment and abatement work. Prior to asbestos containment and abatement work, the Contractor shall, through the Licensed Asbestos Specialists, obtain insurance in amounts and types specified by the Authority, naming the MBTA and the Massachusetts Department of Transportation as additional insureds as its interest appears under this Contract. Payment for this work will be made in accordance with Division 1 - General Requirements, Section 01151, Article 1.5. PAYMENT FOR EXTRA WORK.

6.2 Certificate of Insurance Special Instructions

- A. The MBTA has retained the services of DOCUTRAX to ensure Contractor's compliance to agreed contractual terms as they relate to specified Insurance requirements. The Contractor will receive email communications from DOCUTRAX requesting a Certificate of Insurance in accordance with the Insurance Requirements of the contract. The Contractor shall provide a Certificate of Insurance within ten (10) business days from receiving the Notice of Award.
- B. The insurance policies that the Contractor shall carry are outlined in the MBTA Insurance Requirements section of the contract. The Contractor certifies that they will carry such insurance policies and all resulting costs are included in the contract amount.
- C. Certificates of Insurance for policy renewals shall be provided promptly upon request by the MBTA or DOCUTRAX.
- D. The Contractor shall provide the Contact Name and Email of the person responsible for handling Certificates of Insurance.
- E. DOCUTRAX Contact Information
Daniel C. Allocca | Director of Operations | dallocca@docutrax.com
O (855) 747-5866 x702 | C (973) 476-5041 | www.docutrax.com

6.3 Indemnity

- A. To the fullest extent permitted by Law, the Contractor, at no expense to Owner, shall indemnify and hold harmless the Owner, including but not limited to its officers, agents and employees, from and against (i) all Claims and all Losses that are in any way connected with, or that arise, or that are alleged to arise, in whole or in part, from the performance of the Work and/or from act(s) or omission(s) by the Contractor and/or its subcontractors, and/or their respective agents, subcontractors, independent contractors and/or anyone directly or

indirectly employed by any of them constituting a breach of the Standard of Care, willful or negligent acts, or any breach of contractual obligations by Contractor or any subcontractors, (ii) all claims brought by Subcontractors, agents, consultants or independent contractors, or anyone directly or indirectly employed by any of them or by anyone for whose acts they may be liable, and all Losses in connection with such claims, arising out of, or resulting from, or in any manner connected with, the Project; and (iii) any accident or occurrence that takes place, or is alleged to have taken place, in or about the location where the Work is being performed or in the vicinity of that location; provided, however, that the Contractor's obligation to indemnify under this Section shall not apply as to the Owner to the extent that such claims and/or losses are caused by the negligence or willful misconduct of the Owner. The Contractor's indemnification obligations shall not be limited by (1) available insurance or bond proceeds or (2) any limitation on the amount or type of damages, compensation or benefits payable under any worker's compensation acts, disability acts or other employee benefit acts.

- B. The Contractor shall indemnify, defend, and save harmless the Owner and all its officers, agents, and employees against all suits, claims, or liability of every name and nature, for or due to any injuries to persons or damage to property arising out of or in consequence of the acts of the Contractor in the performance of the Work covered by the Contract or failure to comply with the terms and conditions of said Contract, whether by the Contractor or the Contractor's employees or subcontractors.

6.4 Responsibilities for Damage Claims

- A. The Contractor shall be held responsible for any and all claims for damage to underground structures and utilities due to the Contractor's operations or to the operations of any of the Contractor's subcontractors.
- B. If the Contractor is requested but refuses to comply with its obligations under Article 6.3A., then the Contractor shall, in addition to its other obligations, pay the cost of bringing any action to enforce the Contractor's indemnity obligations, including reasonable attorneys' and consultants' fees and expenses, and court costs, to the party requesting indemnity.

ARTICLE 7 - LEGAL RELATIONS AND RESPONSIBILITY TO THE PUBLIC

7.1 Laws to Be Observed

- A. The Contractor shall keep fully informed concerning all requirements of law, including all state and federal laws, county and municipal ordinances, and regulations which in any manner affect those engaged or employed in the Work, or the materials used in the Work, or such orders and decrees of bodies or tribunals having jurisdiction or authority over the same. The Contractor shall protect, indemnify and hold harmless the Owner and the Engineer, and all of their officers, agents, and employees against all claims and liabilities arising from or based on the violation of any such requirement of law whether by the Contractor, its employees, agents, or subcontractors. The Contract shall be governed by the laws of the Commonwealth.
- B. The Contractor, if a foreign corporation (a corporation established, organized, or chartered under laws other than those of the Commonwealth) shall comply with the provisions of Chapter 156D, Sections 15.01-15.32 of the General Laws as amended. The Contractor shall file with the Owner a certificate of the State Secretary stating that such corporation has complied with Chapter 156D, Sections 15.01-15.32 and the date of such compliance. They shall also appoint an agent in this Commonwealth for the service of legal process and furnish a copy of such appointment to the Secretary of State prior to the issuance of a contract by the Owner.
- C. Work shall be in accordance with the Massachusetts State Building Code.

- D. The Contractor shall protect and indemnify the Owner and its representatives against any claim or liability arising from or based on the violation of any law, ordinance, safety code, regulation, order or decree whether caused by the Contractor, its employees or its subcontractors employed on the Project.
- E. Compensation for conforming to all provisions of this Article 7.1, except as may be provided otherwise in Supplementary Conditions, shall be considered as included in the prices for the various Contract Items of Work and no additional compensation will be allowed therefor.

7.2 Incorporation Of Massachusetts General Laws

A. Massachusetts General Laws Chapter 30, Section 39F(a) – (h), Chapter 30, Section 39I, Chapter 30, Section 39N, Chapter 30, Section 39R and Chapter 149, Section 25 are incorporated by reference into these General Conditions as if set forth in full herein.

7.3 Permits and Licenses

- A. The Contractor shall procure all permits and licenses, pay all charges, fees, and taxes and give all notice necessary and incidental to the due and lawful prosecution of the Work.

7.4 Restoration of Surfaces Opened by Permit

- A. Contractor shall not allow any party to make an opening in a street or highway for any purpose except upon the direction of the Owner and the presentation of a duly authorized permit or other instrument. The holder of such a permit or instrument shall be considered in the same class as a contractor on an adjacent contract, and the provisions of Article 2.3 shall apply.

7.5 Federal Participation (Applicable only to Contracts where the cost of any portion thereof is paid out of federal funds.)

- A. Attention is directed to the provisions of the Federal Transportation Act of 1964 (U.S. Public Law 88-365), as modified or amended, and any other provisions of law, or amendments thereto whereby such federal participation is authorized, and any regulations properly and lawfully promulgated thereunder, under which the United States shall aid the individual states in the development of efficient and coordinated mass transportation systems. When the United States government is to pay any portion of the cost of the Contract, the above act of Congress provides that the construction work and labor in each State shall be done in accordance with the laws of that State and applicable federal laws. The Work embraced in the Contract will, therefore, be subject to such inspection by representatives of the U.S. Department of Transportation or other such Federal Agency as may be necessary to meet the above requirements. Such inspection shall, however, in no sense make the United States government a party to the Contract and will in no way interfere with the rights of either party hereunder.

7.6 Payment of Taxes

- A. Contract prices paid for the Work shall include full compensation for all taxes which the Contractor is required to pay whether imposed by federal, state, or local government, including, without being limited to, federal excise tax.
- B. However, attention is directed to the Massachusetts Sales Tax, Chapter 64H, Section 6 and the Massachusetts Use Tax, Chapter 64I, Section 7, which state that these taxes are not applicable to the sales of construction materials and supplies incorporated, consumed, employed or expended in construction projects of the Authority. This exemption is also applicable to rental charges for construction vehicles, equipment, and machinery rented, specifically for use on the site of the Authority's construction projects. Bidders are directed to exclude any

allowance for Sales or Use Tax from their Bid Form as said tax would relate to the foregoing specific categories. The Owner can provide the MBTA Sales Tax Exemption Number and appropriate supporting documentation upon request.

7.7 Conflict of Interest

- A. It is understood and agreed that no gift, loan, or other thing of value has been or shall be given to any employee, agent, or officer of the Owner in connection with the award or performance of the Contract. Also, no employment shall be given to and no renting, leasing, or purchasing of equipment, supplies, or materials shall be arranged or made with or through any employee, agent, or officer of the Owner by the Contractor.
- B. No Board Member, officer or employee of the Owner, officer or employee of any independent authority or political subdivision of the Commonwealth of Massachusetts, officer, employee or elected official of the Commonwealth of Massachusetts, officer, employee or elected official of any city, county or town within the Commonwealth of Massachusetts, officer, employee or elected official of any city, county or town authority within the Commonwealth of Massachusetts, during his/her tenure and for one year thereafter shall have any interest, direct or indirect, in this contract or the proceeds thereof.
- C. No member of or delegate to the Congress of the United States shall be admitted to any share or part of this contract or to any benefit arising therefrom.

7.8 Personal Liability of Authority Officials

- A. In carrying out any of the provisions of the Contract Documents, or in exercising any power or authority granted to them by or within the scope of the Contract, there shall be no liability upon the Owner's employees, the Directors, Engineer, or their authorized representatives, either personally or as officials of the Owner, it being understood that in all such matters they act solely as agents and representatives of the Owner.

7.9 Prevailing Wage

- A. The state Prevailing Minimum Wage Law, M.G.L. Chapter 149, Section 26, et. seq. (hereinafter, the "Mass. Prevailing Wage Law" is herein incorporated by reference. The Contractor acknowledges familiarity with and agrees to comply with all the relevant provisions of said Mass. Prevailing Minimum Wage Law, including but not limited to the following:
 - 1. to pay the applicable prevailing wage;
 - 2. to provide payroll records on a weekly basis;
 - 3. to review such payroll records and certify their contents as compliant with the law and the provisions of this Contract;
 - 4. to make available any and all documents necessary to an investigation of the Contractor's compliance with this provision, the Contract and the law; and
 - 5. any additional requirements necessary to ensure conformance with state or federal provisions, the provisions of the Contract and any other provisions required by other appropriate authorities, as directed by the Owner or its authorized agent, including but not limited to submission and certification of a weekly list of transporters of gravel or fill working on the Contract.
- B. In addition to any other remedies that may be available at law, the Owner may increase retainage or withhold, or cause to be withheld, from any monies payable under any contract between Contractor and the Owner, such sums as may be necessary to satisfy any liability, or reasonably anticipated liabilities of the Contractor, or of any

of the Contractor's subcontractors, suppliers or vendors, of any tier, for unpaid wages, liquidated damages, potential fines and penalties, legal fees and any other potential costs incurred by the Owner or its agents, related to a determination of non-compliance with or enforcement of the Mass. Prevailing Minimum Wage Law, the Davis-Bacon Act, or any other such State or Federal labor or wage provisions, or other applicable provisions of this Contract. Such withholding may be adjusted accordingly once the actual amount of such liability under applicable indemnifications and liability provisions is determined and/or satisfied.

ARTICLE 8 - TERMINATION AND SUPPLEMENTATION OF WORK

8.1 Termination of Contract for Cause

- A. The Owner may terminate the Contract for cause, pursuant to the procedures set forth in Paragraph B., on the grounds set forth below:
 - 1. If the Contractor shall be adjudged bankrupt or make a general assignment for the benefit of creditors, or in the case of a joint venture, if any firm that has an ownership interest in the joint venture shall be adjudged bankrupt, shall make a general assignment for the benefit of creditors or the Owner determines that the remaining partners in the joint venture are no longer qualified to perform the work.
 - 2. If a receiver shall be appointed of the Contractor's property or in the case of a joint venture, if a receiver shall be appointed of any firm that has an ownership interest in the joint venture;
 - 3. If the work to be done under the Contract shall be abandoned;
 - 4. If the Contract or any part thereof shall be sublet without the previous written consent of the Owner, or if the Contract or any claim thereunder shall be assigned by the Contractor otherwise than as herein specified;
 - 5. Repeatedly refuses or fails to supply enough properly skilled workers or proper materials;
 - 6. Fails to make payment to Subcontractors for materials or labor in accordance with the respective agreements between the Contractor and the Subcontractors;
 - 7. Repeatedly disregards applicable laws, statutes, ordinances, codes, rules and regulations, or lawful orders of a public authority;
 - 8. Is guilty of substantial breach of a provision of the Contract Documents; or
 - 9. At any time, the Engineer certifies in writing to the Owner that the Work, or any part thereof, is unnecessarily or unreasonably delayed, or that the Contractor has violated any of the provisions of the Contract.
- B. If the Owner intends to terminate the contract for cause pursuant to Paragraph A. above, the Owner shall provide seven (7) days written notice to Contractor. If the Contractor does not cure the breach within said seven (7) day period, the Contract shall be terminated for cause by written notice from Engineer to Contractor instructing the Contractor to discontinue the Work, or any part thereof, and thereupon the Contractor shall discontinue such Work or such part thereof, as the Owner may designate, and the Owner will require the surety or sureties to complete the Contract pursuant to the terms of the performance bond.
- C. All costs incurred by the Owner for the completion of the remaining Work, as a result of the termination of the Contractor under this Section, may be paid by the Owner out of any monies then due or to become due the Contractor under the Contract, or any part thereof, and in such accounting the Owner shall not be held to obtain the lowest cost for the completion of the Work or any part thereof, or for insuring its proper completion. If the costs for the completion of the work are less than the sum which would have been payable under the Contract if the Work had been completed by the Contractor, the Contractor shall be entitled to receive the difference; and

in case such costs exceed the said sum, the Contractor shall pay the amount of the excess to the Owner upon completion of the work.

- D. If after said termination for cause, it is determined by a court that the Contractor was not in default under the Contract, the rights and obligations of the Contractor and the Owner shall be the same as if said termination had been issued for the convenience of the Owner under Article 8.2.
- E. The rights and remedies of the Owner under this Section are in addition to any other rights and remedies provided by law or under this Contract.

8.2 Termination for Convenience

- A. If the Owner determines that it is in the Owner's interest to do so, the Owner may notify the Contractor to discontinue all work, or any part thereof, such notice shall be given to the Contractor in writing and thereupon the Contractor shall discontinue such work, or such part thereof, as the Owner may designate.
- B. If the Owner notifies the Contractor to discontinue all work, or any part thereof, the Owner shall pay and the Contractor shall accept, as full payment for all work done and materials provided, the following sums:
 - 1. For all completed items of work for which there are unit prices provided in the contract.
 - a. The original contract unit prices.
 - 2. For all work on partially completed items.
 - a. A sum agreed to by the Contractor and the Owner or:
 - i. The actual costs for direct labor, materials (less salvage value, if any) and use of equipment, plus 10% of this total for overhead; and
 - ii. the actual cost for Workmen's Compensation and Employer's Liability, Insurance, Health, Welfare and Pension benefits, Social Security deductions, and Employment Security Benefits; and
 - iii. 6 percent of the total of (a) and (b) for profit and;
 - iv. the estimated proportionate cost of surety bonds; and
 - v. the actual cost to the Contractor for work performed by a Subcontractor, plus 10 percent of such cost. No allowance shall be made for general superintendence and the use of small tools and manual equipment,
 - 3. The Contractor shall not be paid and the Contractor shall not have any claims for loss of anticipated profits, for loss of expected reimbursement or for any increased expenses resulting directly or indirectly from the discontinuance of any or all, work or from unbalanced allocation, among the contract item, of overhead expense on the part of the bidder and subsequent loss of expected reimbursement therefor or for any other cause. The Contractor shall incorporate the provisions of this section as provisions in its contracts with each of its subcontractors.
 - 4. The Contractor shall make reasonably diligent efforts to mitigate costs.

ARTICLE 9 - DISPUTE RESOLUTION

9.1 Applicability

- A. The purpose of this Article 9 (“Dispute Resolution Provisions”) is to provide a structured approach for the Parties to resolve disputes consistent with the Contract Documents and without incurring unreasonable administrative time and costs. Contractor and Owner agree to use their best efforts to resolve covered disputes using good faith negotiations, the principles of cooperation and the processes set forth in this Article 9.

9.2 Mandatory Nature of Process

- A. If Contractor does not adhere strictly to the requirements of the Dispute Resolution Provisions with respect to any covered Dispute, then Contractor shall be deemed to have waived all rights, claims and remedies based on or relating to the subject matter of such Dispute.
- B. Participation in and completion of the dispute resolution process in accordance with the Dispute Resolution Provisions are conditions precedent to the Contractor’s commencement of a legal action against the Owner.

9.3 Informal Resolution

- A. As a condition precedent to litigation, for all disputes between Owner and Contractor arising out of or related to the Contract, the Owner and the Contractor intend to resolve all disputes under this Contract to the best of their abilities in an informal manner pursuant to this Article 9.3.
- B. For all disputes between the Owner and Contractor arising out of or related to the Contract, upon written request from a party, the Owner’s Director, or their designees, shall meet in good faith with the Contractor’s project level personnel, or their designees, to attempt to resolve or narrow the dispute (“first level dispute resolution meeting”). The first level dispute resolution meeting shall take place within fourteen (14) days after the receipt of a written request for a meeting, or such additional time jointly agreed upon by all parties. The first level dispute resolution meeting can take place virtually.

If despite the use of good faith efforts, the Owner and Contractor are unable to resolve the dispute at the first level dispute resolution meeting, then upon written request from a party, the Owner’s Chief, or their designees, shall meet with the Contractor’s principal, or their designees, in a final attempt to resolve the matter in good faith (“final dispute resolution meeting”). The final dispute resolution meeting shall take place within thirty (30) days after the conclusion of the first level dispute resolution meeting, or such additional time jointly agreed upon by all parties and can take place virtually.

SUPPLEMENTARY CONDITIONS – FTA SBE

FOREWORD

- A. Further Supplementing the Authority's Standard Specifications, Section 00700 - General Conditions, the following Supplementary Conditions will apply.
- B. References to Article Numbers in the following Supplementary Conditions unless otherwise stated are to be the aforesaid Standard Specifications, Section 00700 - General Conditions. In case of conflict between these Supplementary Conditions and the aforesaid Standard Specifications, Section 00700 - General Conditions, these Supplementary Conditions will take precedence and shall govern.
- C. The Supplementary Conditions are included herein to augment the Standard Specifications, Section 00700 - General Conditions, with additional information which is applicable to this project.
- D. The enforcement of the requirements of any of the following Supplementary Conditions of the General Conditions shall not be construed as waiving any of the rights of the Authority contained in any of the other conditions of the Contract.

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A. **Article 5.1 - PROSECUTION OF WORK:** Insert a new subarticle A. 2. as follows: (add additional subarticles as necessary)

2.

<u>Milestone</u>	<u>No. of Calendar Days</u>
Substantial Completion of Work	21 months after Notice to Proceed
Final Completion of Entire Work	24 months after Notice to Proceed

B. **Article 6.1 - INSURANCE REQUIREMENTS:** Insert a new subarticle N. as follows:

N. **COVERAGE AND LIMITS TABLE-**

TYPE OF INSURANCE	COVERAGE LIMITS
CGL	\$1M/\$1M
Auto	\$1M
Umbrella	\$1M
WC/EL	Statutory/ \$1M Employer's Liability
Railroad Protective	N/A
Air Craft	N/A
Water Craft	N/A
Pollution Liability	\$1M
Builders Risk/ Property	Contract Value
Cyber	N/A

2. MINIMUM STATE WAGE RATES

- A. The minimum wage rates to be used for this Contract are shown on the schedules on the following pages. The rates shown on these schedules are the minimum to be paid during the life of the Contract. It is, therefore, the responsibility of bidders to inform themselves as to the local labor conditions such as the length of the work day and work week, overtime compensation, health and welfare contributions, labor supply and prospective changes or adjustment of rates. In the event of conflict between the schedules for any classifications, the greater amount for the classification shall prevail as the minimum wage rate.
- B. If the Contractor finds it necessary during the progress of the work to secure a minimum wage rate for some additional classification, he shall make a request for such additional classification to the Authority, who in turn will obtain the additional classification and corresponding minimum wage rate from the State Department of Labor and Industries and advise the Contractor of the same. These additional classifications and minimum wage rates are then to be considered a part of the Contract, and the Contractor shall have no claim for additional compensation because of the additional classification and minimum wage rates.
- C. Where a question arises as to the classification in the schedule of the Department of Labor and Industries in which any employee is to be included, the decision is to be made by the State Department of Labor and Industries, through their duly authorized representative.
- D. Within three days from the date of the first advertisement or call for bids, two or more employers of labor, or two or more members of a labor organization, or the awarding officer or official, or five or more residents of the town or towns where the public works are to be constructed, may appeal to the associate commissioners for a wage determination, or a classification of employment as made by the Commissioner, by serving on the Commissioner a written notice to that effect. Thereupon the Commissioner shall immediately cause the associate commissioners to hold a public hearing on the Commissioner's action appealed from. The associate commissioners shall render their decision not later than three (3) days after the closing of the hearing. The decision of a majority of the associate commissioners shall be final, and notice thereof shall be given forthwith to the awarding official or public body. (Section 27A, Chapter 149, General Laws, Commonwealth of Massachusetts).
- E. Payments by employers to health and welfare plans under collective bargaining agreements or understandings between organized labor and employers shall be included for the purpose of establishing minimum wage rates as herein provided, (Section 26, Chapter 149, General Laws, Commonwealth of Massachusetts).
- F. The aforesaid rates of wages in the schedule of wage rates shall include payments by employers to health and welfare plans as provided in the previous section, and such payments shall be considered as payments to persons under this section performing work as herein provided. Any employer engaged in the construction of such works who does not make payments to health and welfare plan where such payments are included in said rates of wages shall pay the amount of said payments directly to each employee engaged in said construction. (Section 27, Chapter 149, General Laws, as amended).
- G. The Contractor's attention is directed to further minimum wage provisions under Paragraph 3 of the Supplementary Conditions. In cases of conflict, the higher rate shall apply.



CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF LABOR STANDARDS

Prevailing Wage Rates

**As determined by the Director under the provisions of the
Massachusetts General Laws, Chapter 149, Sections 26 to 27H**

ROSALIN ACOSTA
Secretary

MICHAEL FLANAGAN
Director

Awarding Authority: MBTA
Contract Number: R90CN02 **City/Town:** AMHERST
Description of Work: Work consists of replacing existing and installing new concrete sidewalk, pavement, and pedestrian ramps systemwide, on an as-needed basis.
Job Location: Various

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- **The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor.** For multi-year CM AT RISK projects, the awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. The annual update requirement is not applicable to 27F "rental of equipment" contracts. **The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.**
- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or a sub-contractor.
- Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.**
- Every contractor or subcontractor working on the construction project must submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. For a sample payroll reporting form go to <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Contractors must obtain the wage schedules from awarding authorities. Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$35.95	\$13.41	\$16.01	\$0.00	\$65.37
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.14	\$13.41	\$16.01	\$0.00	\$65.56
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$33.75	\$9.10	\$16.19	\$0.00	\$59.04
	12/01/2022	\$34.38	\$9.10	\$16.19	\$0.00	\$59.67
	06/01/2023	\$35.00	\$9.10	\$16.19	\$0.00	\$60.29
	12/01/2023	\$35.63	\$9.10	\$16.19	\$0.00	\$60.92
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2021	\$33.25	\$9.10	\$14.01	\$0.00	\$56.36
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS WORKER (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	12/01/2020	\$34.29	\$12.80	\$8.95	\$0.00	\$56.04
ASPHALT RAKER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$33.25	\$9.10	\$16.19	\$0.00	\$58.54
	12/01/2022	\$33.88	\$9.10	\$16.19	\$0.00	\$59.17
	06/01/2023	\$34.50	\$9.10	\$16.19	\$0.00	\$59.79
	12/01/2023	\$35.13	\$9.10	\$16.19	\$0.00	\$60.42
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2021	\$32.75	\$9.10	\$14.01	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$38.74	\$12.47	\$14.50	\$0.00	\$65.71
	12/01/2022	\$39.62	\$12.47	\$14.50	\$0.00	\$66.59
	06/01/2023	\$40.57	\$12.47	\$14.50	\$0.00	\$67.54
	12/01/2023	\$41.52	\$12.47	\$14.50	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$38.74	\$12.47	\$14.50	\$0.00	\$65.71
	12/01/2022	\$39.62	\$12.47	\$14.50	\$0.00	\$66.59
	06/01/2023	\$40.57	\$12.47	\$14.50	\$0.00	\$67.54
	12/01/2023	\$41.52	\$12.47	\$14.50	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$33.25	\$9.10	\$16.19	\$0.00	\$58.54
	12/01/2022	\$33.88	\$9.10	\$16.19	\$0.00	\$59.17
	06/01/2023	\$34.50	\$9.10	\$16.19	\$0.00	\$59.79
	12/01/2023	\$35.13	\$9.10	\$16.19	\$0.00	\$60.42
For apprentice rates see "Apprentice- LABORER"						
BATCH/CEMENT PLANT - ON SITE <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$38.21	\$12.47	\$14.50	\$0.00	\$65.18
	12/01/2022	\$39.09	\$12.47	\$14.50	\$0.00	\$66.06
	06/01/2023	\$40.04	\$12.47	\$14.50	\$0.00	\$67.01
	12/01/2023	\$40.99	\$12.47	\$14.50	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$33.75	\$9.10	\$16.19	\$0.00	\$59.04
	12/01/2022	\$34.38	\$9.10	\$16.19	\$0.00	\$59.67
	06/01/2023	\$35.00	\$9.10	\$16.19	\$0.00	\$60.29
	12/01/2023	\$35.63	\$9.10	\$16.19	\$0.00	\$60.92
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2021	\$33.25	\$9.10	\$14.01	\$0.00	\$56.36
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
2	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
3	70	\$32.27	\$7.07	\$12.59	\$0.00	\$51.93
4	75	\$34.58	\$7.07	\$13.49	\$0.00	\$55.14
5	80	\$36.88	\$7.07	\$14.38	\$0.00	\$58.33
6	85	\$39.19	\$7.07	\$15.29	\$0.00	\$61.55
7	90	\$41.49	\$7.07	\$16.18	\$0.00	\$64.74
8	95	\$43.80	\$7.07	\$17.09	\$0.00	\$67.96

Notes:

Apprentice to Journeyworker Ratio:1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)</i>	08/01/2022	\$47.56	\$11.49	\$20.37	\$0.00	\$79.42
	02/01/2023	\$48.76	\$11.49	\$20.37	\$0.00	\$80.62
	08/01/2023	\$50.81	\$11.49	\$20.37	\$0.00	\$82.67
	02/01/2024	\$52.06	\$11.49	\$20.37	\$0.00	\$83.92
	08/01/2024	\$53.31	\$11.49	\$20.37	\$0.00	\$85.17
	02/01/2025	\$54.61	\$11.49	\$20.37	\$0.00	\$86.47
	08/01/2025	\$56.76	\$11.49	\$20.37	\$0.00	\$88.62
	02/01/2026	\$58.11	\$11.49	\$20.37	\$0.00	\$89.97
	08/01/2026	\$60.31	\$11.49	\$20.37	\$0.00	\$92.17
	02/01/2027	\$61.71	\$11.49	\$20.37	\$0.00	\$93.57

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Springfield/Pittsfield

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.78	\$11.49	\$20.37	\$0.00	\$55.64
2	60	\$28.54	\$11.49	\$20.37	\$0.00	\$60.40
3	70	\$33.29	\$11.49	\$20.37	\$0.00	\$65.15
4	80	\$38.05	\$11.49	\$20.37	\$0.00	\$69.91
5	90	\$42.80	\$11.49	\$20.37	\$0.00	\$74.66

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.38	\$11.49	\$20.37	\$0.00	\$56.24
2	60	\$29.26	\$11.49	\$20.37	\$0.00	\$61.12
3	70	\$34.13	\$11.49	\$20.37	\$0.00	\$65.99
4	80	\$39.01	\$11.49	\$20.37	\$0.00	\$70.87
5	90	\$43.88	\$11.49	\$20.37	\$0.00	\$75.74

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/POWER SHOVEL/TREE SHREDDER	06/01/2022	\$38.74	\$12.47	\$14.50	\$0.00	\$65.71
/CLAM SHELL OPERATING	12/01/2022	\$39.62	\$12.47	\$14.50	\$0.00	\$66.59
ENGINEERS LOCAL 98	06/01/2023	\$40.57	\$12.47	\$14.50	\$0.00	\$67.54
	12/01/2023	\$41.52	\$12.47	\$14.50	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN	12/01/2021	\$42.33	\$9.10	\$17.72	\$0.00	\$69.15
LABORERS - FOUNDATION AND MARINE						
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
LABORERS - FOUNDATION AND MARINE						
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
LABORERS - FOUNDATION AND MARINE						
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR	06/01/2022	\$33.25	\$9.10	\$16.19	\$0.00	\$58.54
LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2022	\$33.88	\$9.10	\$16.19	\$0.00	\$59.17
	06/01/2023	\$34.50	\$9.10	\$16.19	\$0.00	\$59.79
	12/01/2023	\$35.13	\$9.10	\$16.19	\$0.00	\$60.42
For apprentice rates see "Apprentice- LABORER"						
CARPENTER	09/01/2022	\$39.82	\$7.16	\$18.15	\$0.00	\$65.13
CARPENTERS LOCAL 336 - HAMPDEN HAMPSHIRE FRANKLIN	03/01/2023	\$40.32	\$7.16	\$18.15	\$0.00	\$65.63

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - CARPENTER - Local 336 Hampden Hampshire Franklin
Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.91	\$7.16	\$1.38	\$0.00	\$28.45
2	60	\$23.89	\$7.16	\$1.38	\$0.00	\$32.43
3	70	\$27.87	\$7.16	\$13.95	\$0.00	\$48.98
4	75	\$29.87	\$7.16	\$13.95	\$0.00	\$50.98
5	80	\$31.86	\$7.16	\$15.35	\$0.00	\$54.37
6	80	\$31.86	\$7.16	\$15.35	\$0.00	\$54.37
7	90	\$35.84	\$7.16	\$16.75	\$0.00	\$59.75
8	90	\$35.84	\$7.16	\$16.75	\$0.00	\$59.75

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.16	\$7.16	\$1.38	\$0.00	\$28.70
2	60	\$24.19	\$7.16	\$1.38	\$0.00	\$32.73
3	70	\$28.22	\$7.16	\$13.95	\$0.00	\$49.33
4	75	\$30.24	\$7.16	\$13.95	\$0.00	\$51.35
5	80	\$32.26	\$7.16	\$15.35	\$0.00	\$54.77
6	80	\$32.26	\$7.16	\$15.35	\$0.00	\$54.77
7	90	\$36.29	\$7.16	\$16.75	\$0.00	\$60.20
8	90	\$36.29	\$7.16	\$16.75	\$0.00	\$60.20

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$26.70/ 3&4 \$43.29/ 5&6 \$50.73/ 7&8 \$56.17

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME	04/01/2022	\$23.66	\$7.21	\$4.80	\$0.00	\$35.67
CARPENTERS-ZONE 3 (Wood Frame)	04/01/2023	\$24.16	\$7.21	\$4.80	\$0.00	\$36.17

All Aspects of New Wood Frame Work

Apprentice - CARPENTER (Wood Frame) - Zone 3**Effective Date - 04/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.20	\$7.21	\$0.00	\$0.00	\$21.41
2	60	\$14.20	\$7.21	\$0.00	\$0.00	\$21.41
3	65	\$15.38	\$7.21	\$0.00	\$0.00	\$22.59
4	70	\$16.56	\$7.21	\$0.00	\$0.00	\$23.77
5	75	\$17.75	\$7.21	\$3.80	\$0.00	\$28.76
6	80	\$18.93	\$7.21	\$3.80	\$0.00	\$29.94
7	85	\$20.11	\$7.21	\$3.80	\$0.00	\$31.12
8	90	\$21.29	\$7.21	\$3.80	\$0.00	\$32.30

Effective Date - 04/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.50	\$7.21	\$0.00	\$0.00	\$21.71
2	60	\$14.50	\$7.21	\$0.00	\$0.00	\$21.71
3	65	\$15.70	\$7.21	\$0.00	\$0.00	\$22.91
4	70	\$16.91	\$7.21	\$0.00	\$0.00	\$24.12
5	75	\$18.12	\$7.21	\$3.80	\$0.00	\$29.13
6	80	\$19.33	\$7.21	\$3.80	\$0.00	\$30.34
7	85	\$20.54	\$7.21	\$3.80	\$0.00	\$31.55
8	90	\$21.74	\$7.21	\$3.80	\$0.00	\$32.75

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$17.86/ 3&4 \$20.22/ 5&6 \$27.57/ 7&8 \$29.94

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING

01/01/2020

\$41.94

\$12.70

\$17.64

\$0.62

\$72.90

BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)

Apprentice - CEMENT MASONRY/PLASTERING - Springfield/Pittsfield**Effective Date - 01/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.97	\$12.70	\$15.41	\$0.00	\$49.08
2	60	\$25.16	\$12.70	\$17.64	\$0.62	\$56.12
3	65	\$27.26	\$12.70	\$17.64	\$0.62	\$58.22
4	70	\$29.36	\$12.70	\$17.64	\$0.62	\$60.32
5	75	\$31.46	\$12.70	\$17.64	\$0.62	\$62.42
6	80	\$33.55	\$12.70	\$17.64	\$0.62	\$64.51
7	90	\$37.75	\$12.70	\$17.64	\$0.62	\$68.71

Notes:

Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$33.25	\$9.10	\$16.19	\$0.00	\$58.54
	12/01/2022	\$33.88	\$9.10	\$16.19	\$0.00	\$59.17
	06/01/2023	\$34.50	\$9.10	\$16.19	\$0.00	\$59.79
	12/01/2023	\$35.13	\$9.10	\$16.19	\$0.00	\$60.42
For apprentice rates see "Apprentice- LABORER"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$38.21	\$12.47	\$14.50	\$0.00	\$65.18
	12/01/2022	\$39.09	\$12.47	\$14.50	\$0.00	\$66.06
	06/01/2023	\$40.04	\$12.47	\$14.50	\$0.00	\$67.01
	12/01/2023	\$40.99	\$12.47	\$14.50	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CRANE OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$42.24	\$12.47	\$14.50	\$0.00	\$69.21
	12/01/2022	\$43.12	\$12.47	\$14.50	\$0.00	\$70.09
	06/01/2023	\$44.07	\$12.47	\$14.50	\$0.00	\$71.04
	12/01/2023	\$45.02	\$12.47	\$14.50	\$0.00	\$71.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 3</i>	07/01/2022	\$54.86	\$8.65	\$23.05	\$0.00	\$86.56
	01/01/2023	\$56.06	\$8.65	\$23.05	\$0.00	\$87.76
	07/01/2023	\$57.26	\$8.65	\$23.05	\$0.00	\$88.96
	01/01/2024	\$58.46	\$8.65	\$23.05	\$0.00	\$90.16
	07/01/2024	\$59.66	\$8.65	\$23.05	\$0.00	\$91.36
	01/01/2025	\$60.86	\$8.65	\$23.05	\$0.00	\$92.56

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - PAINTER Local 35 - BRIDGES/TANKS
Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.43	\$8.65	\$0.00	\$0.00	\$36.08
2	55	\$30.17	\$8.65	\$6.27	\$0.00	\$45.09
3	60	\$32.92	\$8.65	\$6.84	\$0.00	\$48.41
4	65	\$35.66	\$8.65	\$7.41	\$0.00	\$51.72
5	70	\$38.40	\$8.65	\$19.63	\$0.00	\$66.68
6	75	\$41.15	\$8.65	\$20.20	\$0.00	\$70.00
7	80	\$43.89	\$8.65	\$20.77	\$0.00	\$73.31
8	90	\$49.37	\$8.65	\$21.91	\$0.00	\$79.93

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.03	\$8.65	\$0.00	\$0.00	\$36.68
2	55	\$30.83	\$8.65	\$6.27	\$0.00	\$45.75
3	60	\$33.64	\$8.65	\$6.84	\$0.00	\$49.13
4	65	\$36.44	\$8.65	\$7.41	\$0.00	\$52.50
5	70	\$39.24	\$8.65	\$19.63	\$0.00	\$67.52
6	75	\$42.05	\$8.65	\$20.20	\$0.00	\$70.90
7	80	\$44.85	\$8.65	\$20.77	\$0.00	\$74.27
8	90	\$50.45	\$8.65	\$21.91	\$0.00	\$81.01

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1
DEMO: ADZEMAN
LABORERS - ZONE 3 (BUILDING & SITE)

06/01/2022	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
12/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
06/01/2023	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
12/01/2023	\$45.58	\$9.10	\$17.57	\$0.00	\$72.25

For apprentice rates see "Apprentice- LABORER"

DEMO: BACKHOE/LOADER/HAMMER OPERATOR
LABORERS - ZONE 3 (BUILDING & SITE)

06/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
12/01/2022	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
06/01/2023	\$45.33	\$9.10	\$17.57	\$0.00	\$72.00
12/01/2023	\$46.58	\$9.10	\$17.57	\$0.00	\$73.25

For apprentice rates see "Apprentice- LABORER"

DEMO: BURNERS
LABORERS - ZONE 3 (BUILDING & SITE)

06/01/2022	\$43.08	\$9.10	\$17.57	\$0.00	\$69.75
12/01/2022	\$44.08	\$9.10	\$17.57	\$0.00	\$70.75
06/01/2023	\$45.08	\$9.10	\$17.57	\$0.00	\$71.75
12/01/2023	\$46.33	\$9.10	\$17.57	\$0.00	\$73.00

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	12/01/2022	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	06/01/2023	\$45.33	\$9.10	\$17.57	\$0.00	\$72.00
	12/01/2023	\$46.58	\$9.10	\$17.57	\$0.00	\$73.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$43.08	\$9.10	\$17.57	\$0.00	\$69.75
	12/01/2022	\$44.08	\$9.10	\$17.57	\$0.00	\$70.75
	06/01/2023	\$45.08	\$9.10	\$17.57	\$0.00	\$71.75
	12/01/2023	\$46.33	\$9.10	\$17.57	\$0.00	\$73.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
	12/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	12/01/2023	\$45.58	\$9.10	\$17.57	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) <i>DRAWBRIDGE - SEIU LOCAL 888</i>	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN (Including Core Drilling) <i>ELECTRICIANS LOCAL 7</i>	07/03/2022	\$46.41	\$12.25	\$13.69	\$0.00	\$72.35
	01/01/2023	\$47.01	\$12.50	\$13.96	\$0.00	\$73.47

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - ELECTRICIAN - Local 7

Effective Date - 07/03/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.56	\$7.35	\$0.56	\$0.00	\$26.47
2	45	\$20.88	\$7.35	\$0.63	\$0.00	\$28.86
3	50	\$23.21	\$12.25	\$7.20	\$0.00	\$42.66
4	55	\$25.53	\$12.25	\$7.27	\$0.00	\$45.05
5	65	\$30.17	\$12.25	\$9.14	\$0.00	\$51.56
6	70	\$32.49	\$12.25	\$10.37	\$0.00	\$55.11

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.80	\$7.50	\$0.56	\$0.00	\$26.86
2	45	\$21.15	\$7.50	\$0.63	\$0.00	\$29.28
3	50	\$23.51	\$12.50	\$7.26	\$0.00	\$43.27
4	55	\$25.86	\$12.50	\$7.33	\$0.00	\$45.69
5	65	\$30.56	\$12.50	\$9.27	\$0.00	\$52.33
6	70	\$32.91	\$12.50	\$10.54	\$0.00	\$55.95

Notes:

Steps 1-2 are 1000 hrs; Steps 3-6 are 1500 hrs.

Apprentice to Journeyworker Ratio:2:3****

ELEVATOR CONSTRUCTOR	01/01/2022	\$58.62	\$16.03	\$20.21	\$0.00	\$94.86
ELEVATOR CONSTRUCTORS LOCAL 41						

Apprentice - ELEVATOR CONSTRUCTOR - Local 41

Effective Date - 01/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.31	\$16.03	\$0.00	\$0.00	\$45.34
2	55	\$32.24	\$16.03	\$20.21	\$0.00	\$68.48
3	65	\$38.10	\$16.03	\$20.21	\$0.00	\$74.34
4	70	\$41.03	\$16.03	\$20.21	\$0.00	\$77.27
5	80	\$46.90	\$16.03	\$20.21	\$0.00	\$83.14

Notes:

Steps 1-2 are 6 mos.; Steps 3-5 are 1 year

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER	01/01/2022	\$41.03	\$16.03	\$20.21	\$0.00	\$77.27
ELEVATOR CONSTRUCTORS LOCAL 41						

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)	12/01/2021	\$32.75	\$9.10	\$14.01	\$0.00	\$55.86
LABORERS - ZONE 3 (HEAVY & HIGHWAY)						

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.INST/ROD-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$18.84	\$4.80	\$4.10	\$0.00	\$27.74
FIELD ENG.PARTY CHIEF:BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$21.33	\$4.80	\$4.10	\$0.00	\$30.23
FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$22.33	\$4.80	\$4.10	\$0.00	\$31.23
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 7</i>	07/03/2022	\$46.41	\$12.25	\$13.69	\$0.00	\$72.35
For apprentice rates see "Apprentice- ELECTRICIAN"	01/01/2023	\$47.01	\$12.50	\$13.96	\$0.00	\$73.47
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS LOCAL 7</i>	07/03/2022	\$46.41	\$12.25	\$13.69	\$0.00	\$72.35
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"	01/01/2023	\$47.01	\$12.50	\$13.96	\$0.00	\$73.47
FIREMAN <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$38.21	\$12.47	\$14.50	\$0.00	\$65.18
	12/01/2022	\$39.09	\$12.47	\$14.50	\$0.00	\$66.06
	06/01/2023	\$40.04	\$12.47	\$14.50	\$0.00	\$67.01
	12/01/2023	\$40.99	\$12.47	\$14.50	\$0.00	\$67.96

Apprentice - OPERATING ENGINEERS - Local 98 Class 3

Effective Date - 06/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.93	\$12.47	\$14.50	\$0.00	\$49.90
2	70	\$26.75	\$12.47	\$14.50	\$0.00	\$53.72
3	80	\$30.57	\$12.47	\$14.50	\$0.00	\$57.54
4	90	\$34.39	\$12.47	\$14.50	\$0.00	\$61.36

Effective Date - 12/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.45	\$12.47	\$14.50	\$0.00	\$50.42
2	70	\$27.36	\$12.47	\$14.50	\$0.00	\$54.33
3	80	\$31.27	\$12.47	\$14.50	\$0.00	\$58.24
4	90	\$35.18	\$12.47	\$14.50	\$0.00	\$62.15

Notes:

Steps 1-2 are 1000 hrs.; Steps 3-4 are 2000 hrs.

Apprentice to Journeyworker Ratio:1:6

FLAGGER & SIGNALER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2021	\$24.50	\$9.10	\$14.01	\$0.00	\$47.61
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE III</i>	03/01/2022	\$39.22	\$7.16	\$18.15	\$0.00	\$64.53

Apprentice - FLOORCOVERER - Local 2168 Zone III

Effective Date - 03/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.61	\$7.16	\$1.40	\$0.00	\$28.17
2	55	\$21.57	\$7.16	\$1.40	\$0.00	\$30.13
3	60	\$23.53	\$7.16	\$13.95	\$0.00	\$44.64
4	65	\$25.49	\$7.16	\$13.95	\$0.00	\$46.60
5	70	\$27.45	\$7.16	\$15.35	\$0.00	\$49.96
6	75	\$29.42	\$7.16	\$15.35	\$0.00	\$51.93
7	80	\$31.38	\$7.16	\$16.75	\$0.00	\$55.29
8	85	\$33.34	\$7.16	\$16.75	\$0.00	\$57.25

Notes: Steps are 750 hrs.

% After 10/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)

Step 1&2 \$26.21/ 3&4 \$31.49/ 5&6 \$49.96/ 7&8 \$55.29

Apprentice to Journeyworker Ratio:1:1

FORK LIFT	06/01/2022	\$38.43	\$12.47	\$14.50	\$0.00	\$65.40
OPERATING ENGINEERS LOCAL 98	12/01/2022	\$39.31	\$12.47	\$14.50	\$0.00	\$66.28
	06/01/2023	\$40.26	\$12.47	\$14.50	\$0.00	\$67.23
	12/01/2023	\$41.21	\$12.47	\$14.50	\$0.00	\$68.18

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATORS/LIGHTING PLANTS	06/01/2022	\$34.98	\$12.47	\$14.50	\$0.00	\$61.95
OPERATING ENGINEERS LOCAL 98	12/01/2022	\$35.86	\$12.47	\$14.50	\$0.00	\$62.83
	06/01/2023	\$36.81	\$12.47	\$14.50	\$0.00	\$63.78
	12/01/2023	\$37.76	\$12.47	\$14.50	\$0.00	\$64.73

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	06/01/2020	\$39.18	\$10.80	\$10.45	\$0.00	\$60.43
GLAZIERS LOCAL 1333						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - GLAZIER - Local 1333						
Effective Date - 06/01/2020						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.59	\$10.80	\$1.80	\$0.00	\$32.19
2	56	\$22.04	\$10.80	\$1.80	\$0.00	\$34.64
3	63	\$24.49	\$10.80	\$2.45	\$0.00	\$37.74
4	69	\$26.94	\$10.80	\$2.45	\$0.00	\$40.19
5	75	\$29.39	\$10.80	\$3.15	\$0.00	\$43.34
6	81	\$31.83	\$10.80	\$3.15	\$0.00	\$45.78
7	88	\$34.28	\$10.80	\$10.45	\$0.00	\$55.53
8	94	\$36.73	\$10.80	\$10.45	\$0.00	\$57.98
Notes:						
Apprentice to Journeyworker Ratio:1:3						
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GRADER/TRENCHING MACHINE/DERRICK	06/01/2022	\$38.74	\$12.47	\$14.50	\$0.00	\$65.71
OPERATING ENGINEERS LOCAL 98	12/01/2022	\$39.62	\$12.47	\$14.50	\$0.00	\$66.59
	06/01/2023	\$40.57	\$12.47	\$14.50	\$0.00	\$67.54
	12/01/2023	\$41.52	\$12.47	\$14.50	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HVAC (DUCTWORK)	01/01/2022	\$39.29	\$10.64	\$17.33	\$2.02	\$69.28
SHEETMETAL WORKERS LOCAL 63						
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS)	07/03/2022	\$46.41	\$12.25	\$13.69	\$0.00	\$72.35
ELECTRICIANS LOCAL 7	01/01/2023	\$47.01	\$12.50	\$13.96	\$0.00	\$73.47
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR)	01/01/2022	\$39.29	\$10.64	\$17.33	\$2.02	\$69.28
SHEETMETAL WORKERS LOCAL 63						
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER)	09/17/2022	\$45.71	\$9.55	\$17.10	\$0.00	\$72.36
PLUMBERS & PIPEFITTERS LOCAL 104	03/17/2023	\$46.96	\$9.55	\$17.10	\$0.00	\$73.61
	09/17/2023	\$47.96	\$9.55	\$17.10	\$0.00	\$74.61
	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC	09/17/2022	\$45.71	\$9.55	\$17.10	\$0.00	\$72.36
PLUMBERS & PIPEFITTERS LOCAL 104	03/17/2023	\$46.96	\$9.55	\$17.10	\$0.00	\$73.61
	09/17/2023	\$47.96	\$9.55	\$17.10	\$0.00	\$74.61
	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	12/01/2021	\$33.25	\$9.10	\$14.01	\$0.00	\$56.36
LABORERS - ZONE 3 (HEAVY & HIGHWAY)						
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
INSULATOR (PIPES & TANKS)	09/01/2022	\$44.05	\$13.80	\$17.14	\$0.00	\$74.99
HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Springfield

Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.03	\$13.80	\$12.42	\$0.00	\$48.25
2	60	\$26.43	\$13.80	\$13.36	\$0.00	\$53.59
3	70	\$30.84	\$13.80	\$14.31	\$0.00	\$58.95
4	80	\$35.24	\$13.80	\$15.25	\$0.00	\$64.29

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER	09/16/2022	\$38.06	\$8.25	\$22.70	\$0.00	\$69.01
IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)	03/16/2023	\$38.91	\$8.25	\$22.70	\$0.00	\$69.86
	09/16/2023	\$39.81	\$8.25	\$22.70	\$0.00	\$70.76
	03/16/2024	\$40.66	\$8.25	\$22.70	\$0.00	\$71.61

Apprentice - IRONWORKER - Local 7 Springfield

Effective Date - 09/16/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.84	\$8.25	\$22.70	\$0.00	\$53.79
2	70	\$26.64	\$8.25	\$22.70	\$0.00	\$57.59
3	75	\$28.55	\$8.25	\$22.70	\$0.00	\$59.50
4	80	\$30.45	\$8.25	\$22.70	\$0.00	\$61.40
5	85	\$32.35	\$8.25	\$22.70	\$0.00	\$63.30
6	90	\$34.25	\$8.25	\$22.70	\$0.00	\$65.20

Notes:

Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:

JACKHAMMER & PAVING BREAKER OPERATOR	06/01/2022	\$33.25	\$9.10	\$16.19	\$0.00	\$58.54
LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2022	\$33.88	\$9.10	\$16.19	\$0.00	\$59.17
	06/01/2023	\$34.50	\$9.10	\$16.19	\$0.00	\$59.79
	12/01/2023	\$35.13	\$9.10	\$16.19	\$0.00	\$60.42

For apprentice rates see "Apprentice- LABORER"

LABORER	06/01/2022	\$33.00	\$9.10	\$16.19	\$0.00	\$58.29
LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2022	\$33.63	\$9.10	\$16.19	\$0.00	\$58.92
	06/01/2023	\$34.25	\$9.10	\$16.19	\$0.00	\$59.54
	12/01/2023	\$34.88	\$9.10	\$16.19	\$0.00	\$60.17

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - LABORER - Zone 3 Building & Site						
Effective Date - 06/01/2022						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.80	\$9.10	\$16.19	\$0.00	\$45.09
2	70	\$23.10	\$9.10	\$16.19	\$0.00	\$48.39
3	80	\$26.40	\$9.10	\$16.19	\$0.00	\$51.69
4	90	\$29.70	\$9.10	\$16.19	\$0.00	\$54.99
Effective Date - 12/01/2022						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.18	\$9.10	\$16.19	\$0.00	\$45.47
2	70	\$23.54	\$9.10	\$16.19	\$0.00	\$48.83
3	80	\$26.90	\$9.10	\$16.19	\$0.00	\$52.19
4	90	\$30.27	\$9.10	\$16.19	\$0.00	\$55.56
Notes:						
Apprentice to Journeyworker Ratio:1:5						
LABORER (HEAVY & HIGHWAY)	12/01/2021	\$32.58	\$9.10	\$13.93	\$0.00	\$55.61
LABORERS - ZONE 3 (HEAVY & HIGHWAY)						

Apprentice - LABORER (Heavy & Highway) - Zone 3						
Effective Date - 12/01/2021						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.55	\$9.10	\$13.93	\$0.00	\$42.58
2	70	\$22.81	\$9.10	\$13.93	\$0.00	\$45.84
3	80	\$26.06	\$9.10	\$13.93	\$0.00	\$49.09
4	90	\$29.32	\$9.10	\$13.93	\$0.00	\$52.35
Notes:						
Apprentice to Journeyworker Ratio:1:5						
LABORER: CARPENTER TENDER	06/01/2022	\$33.00	\$9.10	\$16.19	\$0.00	\$58.29
LABORERS - ZONE 3 (BUILDING & SITE)						
	12/01/2022	\$33.63	\$9.10	\$16.19	\$0.00	\$58.92
	06/01/2023	\$34.25	\$9.10	\$16.19	\$0.00	\$59.54
	12/01/2023	\$34.88	\$9.10	\$16.19	\$0.00	\$60.17
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER	06/01/2022	\$33.00	\$9.10	\$16.19	\$0.00	\$58.29
LABORERS - ZONE 3 (BUILDING & SITE)						
	12/01/2022	\$33.63	\$9.10	\$16.19	\$0.00	\$58.92
	06/01/2023	\$34.25	\$9.10	\$16.19	\$0.00	\$59.54
	12/01/2023	\$34.88	\$9.10	\$16.19	\$0.00	\$60.17
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$32.85	\$9.10	\$16.44	\$0.00	\$58.39
	12/01/2022	\$33.48	\$9.10	\$16.44	\$0.00	\$59.02
	06/01/2023	\$34.10	\$9.10	\$16.44	\$0.00	\$59.64
	12/01/2023	\$34.73	\$9.10	\$16.44	\$0.00	\$60.27
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$34.00	\$9.10	\$16.19	\$0.00	\$59.29
	12/01/2022	\$34.63	\$9.10	\$16.19	\$0.00	\$59.92
	06/01/2023	\$35.25	\$9.10	\$16.19	\$0.00	\$60.54
	12/01/2023	\$35.88	\$9.10	\$16.19	\$0.00	\$61.17
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2021	\$32.75	\$9.10	\$14.01	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$33.00	\$9.10	\$16.19	\$0.00	\$58.29
	12/01/2022	\$33.63	\$9.10	\$16.19	\$0.00	\$58.92
	06/01/2023	\$34.25	\$9.10	\$16.19	\$0.00	\$59.54
	12/01/2023	\$34.88	\$9.10	\$16.19	\$0.00	\$60.17
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$33.00	\$9.10	\$16.19	\$0.00	\$58.29
	12/01/2022	\$33.63	\$9.10	\$16.19	\$0.00	\$58.92
	06/01/2023	\$34.25	\$9.10	\$16.19	\$0.00	\$59.54
	12/01/2023	\$34.88	\$9.10	\$16.19	\$0.00	\$60.17
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$33.25	\$9.10	\$16.19	\$0.00	\$58.54
	12/01/2022	\$33.88	\$9.10	\$16.19	\$0.00	\$59.17
	06/01/2023	\$34.50	\$9.10	\$16.19	\$0.00	\$59.79
	12/01/2023	\$35.13	\$9.10	\$16.19	\$0.00	\$60.42
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2021	\$32.75	\$9.10	\$14.01	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE</i>	08/01/2022	\$38.77	\$11.49	\$19.53	\$0.00	\$69.79
	02/01/2023	\$39.73	\$11.49	\$19.53	\$0.00	\$70.75
	08/01/2023	\$41.37	\$11.49	\$19.53	\$0.00	\$72.39
	02/01/2024	\$42.37	\$11.49	\$19.53	\$0.00	\$73.39
	08/01/2024	\$44.05	\$11.49	\$19.53	\$0.00	\$75.07
	02/01/2025	\$45.90	\$11.49	\$19.53	\$0.00	\$76.92
	08/01/2025	\$46.81	\$11.49	\$19.53	\$0.00	\$77.83
	02/01/2026	\$47.89	\$11.49	\$19.53	\$0.00	\$78.91
	08/01/2026	\$49.65	\$11.49	\$19.53	\$0.00	\$80.67
	02/01/2027	\$50.77	\$11.49	\$19.53	\$0.00	\$81.79

Apprentice - MARBLE-TILE FINISHER-Local 3 Marble/Tile (Spr/Pitt)

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.39	\$11.49	\$19.53	\$0.00	\$50.41
2	60	\$23.26	\$11.49	\$19.53	\$0.00	\$54.28
3	70	\$27.14	\$11.49	\$19.53	\$0.00	\$58.16
4	80	\$31.02	\$11.49	\$19.53	\$0.00	\$62.04
5	90	\$34.89	\$11.49	\$19.53	\$0.00	\$65.91

Notes:

Apprentice to Journeyworker Ratio:1:5

MARBLE MASON/TILE LAYER(SP/PT)SeeBrick

BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE

See "BRICK/STONE/ARTIFICIAL MASONRY(INCL.MASONRY WATERPROOFING)

MECH. SWEEPER OPERATOR (ON CONST. SITES)

OPERATING ENGINEERS LOCAL 98

06/01/2022	\$38.74	\$12.47	\$14.50	\$0.00	\$65.71
12/01/2022	\$39.62	\$12.47	\$14.50	\$0.00	\$66.59
06/01/2023	\$40.57	\$12.47	\$14.50	\$0.00	\$67.54
12/01/2023	\$41.52	\$12.47	\$14.50	\$0.00	\$68.49

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANIC/WELDER/BOOM TRUCK

OPERATING ENGINEERS LOCAL 98

06/01/2022	\$38.21	\$12.47	\$14.50	\$0.00	\$65.18
12/01/2022	\$39.09	\$12.47	\$14.50	\$0.00	\$66.06
06/01/2023	\$40.04	\$12.47	\$14.50	\$0.00	\$67.01
12/01/2023	\$40.99	\$12.47	\$14.50	\$0.00	\$67.96

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 3)

MILLWRIGHTS LOCAL 1121 - Zone 3

01/03/2022	\$38.91	\$8.58	\$21.57	\$0.00	\$69.06
01/02/2023	\$40.16	\$8.58	\$21.57	\$0.00	\$70.31

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - MILLWRIGHT - Local 1121 Zone 3						
Effective Date - 01/03/2022						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$21.40	\$8.58	\$5.72	\$0.00	\$35.70
2	65	\$25.29	\$8.58	\$17.93	\$0.00	\$51.80
3	75	\$29.18	\$8.58	\$18.98	\$0.00	\$56.74
4	85	\$33.07	\$8.58	\$20.01	\$0.00	\$61.66
Effective Date - 01/02/2023						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$22.09	\$8.58	\$5.72	\$0.00	\$36.39
2	65	\$26.10	\$8.58	\$17.93	\$0.00	\$52.61
3	75	\$30.12	\$8.58	\$18.98	\$0.00	\$57.68
4	85	\$34.14	\$8.58	\$20.01	\$0.00	\$62.73
<div>Notes: Step 1&2 Appr. indentured after 1/6/2020 receive no pension, but do receive annuity. (Step 1 \$5.72, Step 2 \$6.66) Steps are 2,000 hours</div>						
Apprentice to Journeyworker Ratio:1:4						
<hr/>						
MORTAR MIXER	06/01/2022	\$33.25	\$9.10	\$16.19	\$0.00	\$58.54
LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2022	\$33.88	\$9.10	\$16.19	\$0.00	\$59.17
	06/01/2023	\$34.50	\$9.10	\$16.19	\$0.00	\$59.79
	12/01/2023	\$35.13	\$9.10	\$16.19	\$0.00	\$60.42
For apprentice rates see "Apprentice- LABORER"						
OILER	06/01/2022	\$33.90	\$12.47	\$14.50	\$0.00	\$60.87
OPERATING ENGINEERS LOCAL 98	12/01/2022	\$34.78	\$12.47	\$14.50	\$0.00	\$61.75
	06/01/2023	\$35.73	\$12.47	\$14.50	\$0.00	\$62.70
	12/01/2023	\$36.68	\$12.47	\$14.50	\$0.00	\$63.65
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS VI	06/01/2022	\$31.92	\$12.47	\$14.50	\$0.00	\$58.89
OPERATING ENGINEERS LOCAL 98	12/01/2022	\$32.80	\$12.47	\$14.50	\$0.00	\$59.77
	06/01/2023	\$33.75	\$12.47	\$14.50	\$0.00	\$60.72
	12/01/2023	\$34.70	\$12.47	\$14.50	\$0.00	\$61.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS)	07/01/2022	\$54.86	\$8.65	\$23.05	\$0.00	\$86.56
PAINTERS LOCAL 35 - ZONE 3	01/01/2023	\$56.06	\$8.65	\$23.05	\$0.00	\$87.76
	07/01/2023	\$57.26	\$8.65	\$23.05	\$0.00	\$88.96
	01/01/2024	\$58.46	\$8.65	\$23.05	\$0.00	\$90.16
	07/01/2024	\$59.66	\$8.65	\$23.05	\$0.00	\$91.36
	01/01/2025	\$60.86	\$8.65	\$23.05	\$0.00	\$92.56

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - PAINTER Local 35 - BRIDGES/TANKS
Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.43	\$8.65	\$0.00	\$0.00	\$36.08
2	55	\$30.17	\$8.65	\$6.27	\$0.00	\$45.09
3	60	\$32.92	\$8.65	\$6.84	\$0.00	\$48.41
4	65	\$35.66	\$8.65	\$7.41	\$0.00	\$51.72
5	70	\$38.40	\$8.65	\$19.63	\$0.00	\$66.68
6	75	\$41.15	\$8.65	\$20.20	\$0.00	\$70.00
7	80	\$43.89	\$8.65	\$20.77	\$0.00	\$73.31
8	90	\$49.37	\$8.65	\$21.91	\$0.00	\$79.93

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.03	\$8.65	\$0.00	\$0.00	\$36.68
2	55	\$30.83	\$8.65	\$6.27	\$0.00	\$45.75
3	60	\$33.64	\$8.65	\$6.84	\$0.00	\$49.13
4	65	\$36.44	\$8.65	\$7.41	\$0.00	\$52.50
5	70	\$39.24	\$8.65	\$19.63	\$0.00	\$67.52
6	75	\$42.05	\$8.65	\$20.20	\$0.00	\$70.90
7	80	\$44.85	\$8.65	\$20.77	\$0.00	\$74.27
8	90	\$50.45	\$8.65	\$21.91	\$0.00	\$81.01

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *

 * If 30% or more of surfaces to be painted are new construction,
NEW paint rate shall be used. *PAINTERS LOCAL 35 - ZONE 3*

07/01/2022	\$37.83	\$8.65	\$19.15	\$0.00	\$65.63
01/01/2023	\$38.93	\$8.65	\$19.15	\$0.00	\$66.73
07/01/2023	\$39.98	\$8.65	\$19.15	\$0.00	\$67.78
01/01/2024	\$41.08	\$8.65	\$19.15	\$0.00	\$68.88
07/01/2024	\$42.13	\$8.65	\$19.15	\$0.00	\$69.93
01/01/2025	\$43.23	\$8.65	\$19.15	\$0.00	\$71.03

Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - New**Effective Date - 07/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.92	\$8.65	\$0.00	\$0.00	\$27.57
2	55	\$20.81	\$8.65	\$4.13	\$0.00	\$33.59
3	60	\$22.70	\$8.65	\$4.50	\$0.00	\$35.85
4	65	\$24.59	\$8.65	\$4.88	\$0.00	\$38.12
5	70	\$26.48	\$8.65	\$16.90	\$0.00	\$52.03
6	75	\$28.37	\$8.65	\$17.28	\$0.00	\$54.30
7	80	\$30.26	\$8.65	\$17.65	\$0.00	\$56.56
8	90	\$34.05	\$8.65	\$18.40	\$0.00	\$61.10

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.47	\$8.65	\$0.00	\$0.00	\$28.12
2	55	\$21.41	\$8.65	\$4.13	\$0.00	\$34.19
3	60	\$23.36	\$8.65	\$4.50	\$0.00	\$36.51
4	65	\$25.30	\$8.65	\$4.88	\$0.00	\$38.83
5	70	\$27.25	\$8.65	\$16.90	\$0.00	\$52.80
6	75	\$29.20	\$8.65	\$17.28	\$0.00	\$55.13
7	80	\$31.14	\$8.65	\$17.65	\$0.00	\$57.44
8	90	\$35.04	\$8.65	\$18.40	\$0.00	\$62.09

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)

PAINTERS LOCAL 35 - ZONE 3

07/01/2022	\$35.15	\$8.65	\$19.15	\$0.00	\$62.95
01/01/2023	\$36.25	\$8.65	\$19.15	\$0.00	\$64.05
07/01/2023	\$37.30	\$8.65	\$19.15	\$0.00	\$65.10
01/01/2024	\$38.40	\$8.65	\$19.15	\$0.00	\$66.20
07/01/2024	\$39.45	\$8.65	\$19.15	\$0.00	\$67.25
01/01/2025	\$40.55	\$8.65	\$19.15	\$0.00	\$68.35

Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - Repaint**Effective Date - 07/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.58	\$8.65	\$0.00	\$0.00	\$26.23
2	55	\$19.33	\$8.65	\$4.13	\$0.00	\$32.11
3	60	\$21.09	\$8.65	\$4.50	\$0.00	\$34.24
4	65	\$22.85	\$8.65	\$4.88	\$0.00	\$36.38
5	70	\$24.61	\$8.65	\$16.90	\$0.00	\$50.16
6	75	\$26.36	\$8.65	\$17.28	\$0.00	\$52.29
7	80	\$28.12	\$8.65	\$17.65	\$0.00	\$54.42
8	90	\$31.64	\$8.65	\$1,171.75	\$0.00	\$1,212.04

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.13	\$8.65	\$0.00	\$0.00	\$26.78
2	55	\$19.94	\$8.65	\$4.13	\$0.00	\$32.72
3	60	\$21.75	\$8.65	\$4.50	\$0.00	\$34.90
4	65	\$23.56	\$8.65	\$4.88	\$0.00	\$37.09
5	70	\$25.38	\$8.65	\$16.90	\$0.00	\$50.93
6	75	\$27.19	\$8.65	\$17.28	\$0.00	\$53.12
7	80	\$29.00	\$8.65	\$17.65	\$0.00	\$55.30
8	90	\$32.63	\$8.65	\$18.40	\$0.00	\$59.68

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *

* If 30% or more of surfaces to be painted are new construction,
NEW paint rate shall be used. *PAINTERS LOCAL 35 - ZONE 3*

07/01/2022	\$36.43	\$8.65	\$19.15	\$0.00	\$64.23
01/01/2023	\$37.53	\$8.65	\$19.15	\$0.00	\$65.33
07/01/2023	\$38.58	\$8.65	\$19.15	\$0.00	\$66.38
01/01/2024	\$39.68	\$8.65	\$19.15	\$0.00	\$67.48
07/01/2024	\$40.73	\$8.65	\$19.15	\$0.00	\$68.53
01/01/2025	\$41.83	\$8.65	\$19.15	\$0.00	\$69.63

Apprentice - PAINTER - Local 35 Zone 3 - BRUSH NEW**Effective Date - 07/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.22	\$8.65	\$0.00	\$0.00	\$26.87
2	55	\$20.04	\$8.65	\$4.13	\$0.00	\$32.82
3	60	\$21.86	\$8.65	\$4.50	\$0.00	\$35.01
4	65	\$23.68	\$8.65	\$4.88	\$0.00	\$37.21
5	70	\$25.50	\$8.65	\$16.90	\$0.00	\$51.05
6	75	\$27.32	\$8.65	\$17.28	\$0.00	\$53.25
7	80	\$29.14	\$8.65	\$17.65	\$0.00	\$55.44
8	90	\$32.79	\$8.65	\$18.40	\$0.00	\$59.84

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.77	\$8.65	\$0.00	\$0.00	\$27.42
2	55	\$20.64	\$8.65	\$4.13	\$0.00	\$33.42
3	60	\$22.52	\$8.65	\$4.50	\$0.00	\$35.67
4	65	\$24.39	\$8.65	\$4.88	\$0.00	\$37.92
5	70	\$26.27	\$8.65	\$16.90	\$0.00	\$51.82
6	75	\$28.15	\$8.65	\$17.28	\$0.00	\$54.08
7	80	\$30.02	\$8.65	\$17.65	\$0.00	\$56.32
8	90	\$33.78	\$8.65	\$18.40	\$0.00	\$60.83

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)

PAINTERS LOCAL 35 - ZONE 3

07/01/2022	\$33.75	\$8.65	\$19.15	\$0.00	\$61.55
01/01/2023	\$34.85	\$8.65	\$19.15	\$0.00	\$62.65
07/01/2023	\$35.90	\$8.65	\$19.15	\$0.00	\$63.70
01/01/2024	\$37.00	\$8.65	\$19.15	\$0.00	\$64.80
07/01/2024	\$38.05	\$8.65	\$19.15	\$0.00	\$65.85
01/01/2025	\$39.15	\$8.65	\$19.15	\$0.00	\$66.95

Apprentice - PAINTER Local 35 Zone 3 - BRUSH REPAINT

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.88	\$8.65	\$0.00	\$0.00	\$25.53
2	55	\$18.56	\$8.65	\$4.13	\$0.00	\$31.34
3	60	\$20.25	\$8.65	\$4.50	\$0.00	\$33.40
4	65	\$21.94	\$8.65	\$4.88	\$0.00	\$35.47
5	70	\$23.63	\$8.65	\$16.90	\$0.00	\$49.18
6	75	\$25.31	\$8.65	\$17.28	\$0.00	\$51.24
7	80	\$27.00	\$8.65	\$17.65	\$0.00	\$53.30
8	90	\$30.38	\$8.65	\$18.40	\$0.00	\$57.43

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.43	\$8.65	\$0.00	\$0.00	\$26.08
2	55	\$19.17	\$8.65	\$4.13	\$0.00	\$31.95
3	60	\$20.91	\$8.65	\$4.50	\$0.00	\$34.06
4	65	\$22.65	\$8.65	\$4.88	\$0.00	\$36.18
5	70	\$24.40	\$8.65	\$16.90	\$0.00	\$49.95
6	75	\$26.14	\$8.65	\$17.28	\$0.00	\$52.07
7	80	\$27.88	\$8.65	\$17.65	\$0.00	\$54.18
8	90	\$31.37	\$8.65	\$18.40	\$0.00	\$58.42

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2021	\$32.50	\$9.10	\$14.01	\$0.00	\$55.61
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$35.78	\$13.41	\$16.01	\$0.00	\$65.20
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2020	\$43.53	\$9.40	\$23.12	\$0.00	\$76.05
For apprentice rates see "Apprentice- PILE DRIVER"						
PILE DRIVER PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2020	\$43.53	\$9.40	\$23.12	\$0.00	\$76.05

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - PILE DRIVER - Local 56 Zone 3						
Effective Date - 08/01/2020						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<div> Notes: Apprentice wages shall be no less than the following Steps; (Same as set in Zone 1) 1\$57.06/2\$61.96/3\$66.87/4\$69.32/5\$71.78/6\$71.78/7\$76.68/8\$76.68 </div>						
Apprentice to Journeyworker Ratio:1:5						
PIPELAYER						
<i>LABORERS - ZONE 3 (BUILDING & SITE)</i>						
		06/01/2022	\$33.25	\$9.10	\$16.19	\$58.54
		12/01/2022	\$33.88	\$9.10	\$16.19	\$59.17
		06/01/2023	\$34.50	\$9.10	\$16.19	\$59.79
		12/01/2023	\$35.13	\$9.10	\$16.19	\$60.42
For apprentice rates see "Apprentice- LABORER"						
PIPELAYER (HEAVY & HIGHWAY)						
<i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>						
		12/01/2021	\$32.75	\$9.10	\$14.01	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
PLUMBER & PIPEFITTER						
<i>PLUMBERS & PIPEFITTERS LOCAL 104</i>						
		09/17/2022	\$45.71	\$9.55	\$17.10	\$72.36
		03/17/2023	\$46.96	\$9.55	\$17.10	\$73.61
		09/17/2023	\$47.96	\$9.55	\$17.10	\$74.61
		03/17/2024	\$49.21	\$9.55	\$17.10	\$75.86

Apprentice - PLUMBER/PIPEFITTER - Local 104

Effective Date - 09/17/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$20.57	\$9.55	\$10.10	\$0.00	\$40.22
2	50	\$22.86	\$9.55	\$10.10	\$0.00	\$42.51
3	55	\$25.14	\$9.55	\$10.10	\$0.00	\$44.79
4	60	\$27.43	\$9.55	\$10.10	\$0.00	\$47.08
5	65	\$29.71	\$9.55	\$10.10	\$0.00	\$49.36
6	70	\$32.00	\$9.55	\$10.10	\$0.00	\$51.65
7	75	\$34.28	\$9.55	\$10.10	\$0.00	\$53.93
8	80	\$36.57	\$9.55	\$10.10	\$0.00	\$56.22
9	80	\$36.57	\$9.55	\$17.10	\$0.00	\$63.22
10	80	\$36.57	\$9.55	\$17.10	\$0.00	\$63.22

Effective Date - 03/17/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$21.13	\$9.55	\$10.10	\$0.00	\$40.78
2	50	\$23.48	\$9.55	\$10.10	\$0.00	\$43.13
3	55	\$25.83	\$9.55	\$10.10	\$0.00	\$45.48
4	60	\$28.18	\$9.55	\$10.10	\$0.00	\$47.83
5	65	\$30.52	\$9.55	\$10.10	\$0.00	\$50.17
6	70	\$32.87	\$9.55	\$10.10	\$0.00	\$52.52
7	75	\$35.22	\$9.55	\$10.10	\$0.00	\$54.87
8	80	\$37.57	\$9.55	\$10.10	\$0.00	\$57.22
9	80	\$37.57	\$9.55	\$17.10	\$0.00	\$64.22
10	80	\$37.57	\$9.55	\$17.10	\$0.00	\$64.22

Notes: **1:1,2:5,3:9,4:12

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.)	09/17/2022	\$45.71	\$9.55	\$17.10	\$0.00	\$72.36
PLUMBERS & PIPEFITTERS LOCAL 104	03/17/2023	\$46.96	\$9.55	\$17.10	\$0.00	\$73.61
	09/17/2023	\$47.96	\$9.55	\$17.10	\$0.00	\$74.61
	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)	12/01/2021	\$32.75	\$9.10	\$14.01	\$0.00	\$55.86
LABORERS - ZONE 3 (HEAVY & HIGHWAY)						
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
POWDERMAN & BLASTER	06/01/2022	\$34.00	\$9.10	\$16.19	\$0.00	\$59.29
LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2022	\$34.63	\$9.10	\$16.19	\$0.00	\$59.92
	06/01/2023	\$35.25	\$9.10	\$16.19	\$0.00	\$60.54
	12/01/2023	\$35.88	\$9.10	\$16.19	\$0.00	\$61.17
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2021	\$33.50	\$9.10	\$14.01	\$0.00	\$56.61
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$38.74	\$12.47	\$14.50	\$0.00	\$65.71
	12/01/2022	\$39.62	\$12.47	\$14.50	\$0.00	\$66.59
	06/01/2023	\$40.57	\$12.47	\$14.50	\$0.00	\$67.54
	12/01/2023	\$41.52	\$12.47	\$14.50	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$38.21	\$12.47	\$14.50	\$0.00	\$65.18
	12/01/2022	\$39.09	\$12.47	\$14.50	\$0.00	\$66.06
	06/01/2023	\$40.04	\$12.47	\$14.50	\$0.00	\$67.01
	12/01/2023	\$40.99	\$12.47	\$14.50	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS 404 - Construction Service (Northampton)</i>	05/01/2020	\$22.44	\$11.07	\$6.50	\$0.00	\$40.01
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$33.25	\$9.10	\$16.19	\$0.00	\$58.54
	12/01/2022	\$33.88	\$9.10	\$16.19	\$0.00	\$59.17
	06/01/2023	\$34.50	\$9.10	\$16.19	\$0.00	\$59.79
	12/01/2023	\$35.13	\$9.10	\$16.19	\$0.00	\$60.42
For apprentice rates see "Apprentice- LABORER"						
ROLLER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$37.60	\$12.47	\$14.50	\$0.00	\$64.57
	12/01/2022	\$38.48	\$12.47	\$14.50	\$0.00	\$65.45
	06/01/2023	\$39.43	\$12.47	\$14.50	\$0.00	\$66.40
	12/01/2023	\$40.38	\$12.47	\$14.50	\$0.00	\$67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Coal tar pitch) <i>ROOFERS LOCAL 248</i>	07/01/2022	\$38.16	\$10.35	\$17.25	\$0.00	\$65.76
	07/01/2023	\$38.66	\$10.35	\$18.75	\$0.00	\$67.76
For apprentice rates see "Apprentice- ROOFER"						
ROOFER (Inc.Roofing Waterproofing &Roofing Dampproofing) <i>ROOFERS LOCAL 248</i>	07/01/2022	\$37.66	\$10.35	\$16.75	\$0.00	\$64.76
	07/01/2023	\$39.16	\$10.35	\$18.25	\$0.00	\$67.76

Apprentice - ROOFER - Local 248

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.60	\$10.35	\$0.00	\$0.00	\$32.95
2	65	\$24.48	\$10.35	\$16.75	\$0.00	\$51.58
3	70	\$26.36	\$10.35	\$16.75	\$0.00	\$53.46
4	75	\$28.25	\$10.35	\$16.75	\$0.00	\$55.35
5	80	\$30.13	\$10.35	\$16.75	\$0.00	\$57.23
6	85	\$32.01	\$10.35	\$16.75	\$0.00	\$59.11
7	90	\$33.89	\$10.35	\$16.75	\$0.00	\$60.99
8	95	\$35.78	\$10.35	\$16.75	\$0.00	\$62.88

Effective Date - 07/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.50	\$10.35	\$0.00	\$0.00	\$33.85
2	65	\$25.45	\$10.35	\$18.25	\$0.00	\$54.05
3	70	\$27.41	\$10.35	\$18.25	\$0.00	\$56.01
4	75	\$29.37	\$10.35	\$18.25	\$0.00	\$57.97
5	80	\$31.33	\$10.35	\$18.25	\$0.00	\$59.93
6	85	\$33.29	\$10.35	\$18.25	\$0.00	\$61.89
7	90	\$35.24	\$10.35	\$18.25	\$0.00	\$63.84
8	95	\$37.20	\$10.35	\$18.25	\$0.00	\$65.80

Notes:

Steps are 750 hrs.Roofer(Tear Off)1:1; Same as above

Apprentice to Journeyworker Ratio:1:3

ROOFER SLATE / TILE / PRECAST CONCRETE	07/01/2022	\$38.16	\$10.35	\$17.25	\$0.00	\$65.76
ROOFERS LOCAL 248	07/01/2023	\$38.66	\$10.35	\$18.75	\$0.00	\$67.76
For apprentice rates see "Apprentice- ROOFER"						
SCRAPER	06/01/2022	\$38.21	\$12.47	\$14.50	\$0.00	\$65.18
OPERATING ENGINEERS LOCAL 98	12/01/2022	\$39.09	\$12.47	\$14.50	\$0.00	\$66.06
	06/01/2023	\$40.04	\$12.47	\$14.50	\$0.00	\$67.01
	12/01/2023	\$40.99	\$12.47	\$14.50	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-POWERED ROLLERS AND COMPACTORS	06/01/2022	\$37.60	\$12.47	\$14.50	\$0.00	\$64.57
(TAMPERS)	12/01/2022	\$38.48	\$12.47	\$14.50	\$0.00	\$65.45
OPERATING ENGINEERS LOCAL 98	06/01/2023	\$39.43	\$12.47	\$14.50	\$0.00	\$66.40
	12/01/2023	\$40.38	\$12.47	\$14.50	\$0.00	\$67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-PROPELLED POWER BROOM	06/01/2022	\$34.98	\$12.47	\$14.50	\$0.00	\$61.95
OPERATING ENGINEERS LOCAL 98	12/01/2022	\$35.86	\$12.47	\$14.50	\$0.00	\$62.83
	06/01/2023	\$36.81	\$12.47	\$14.50	\$0.00	\$63.78
	12/01/2023	\$37.76	\$12.47	\$14.50	\$0.00	\$64.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2022	\$39.29	\$10.64	\$17.33	\$2.02	\$69.28

Apprentice - SHEET METAL WORKER - Local 63

Effective Date - 01/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$17.68	\$4.79	\$4.67	\$0.81	\$27.95
2	50	\$19.65	\$5.32	\$5.19	\$0.90	\$31.06
3	55	\$21.61	\$5.85	\$9.33	\$1.10	\$37.89
4	60	\$23.57	\$6.38	\$9.33	\$1.18	\$40.46
5	65	\$25.54	\$6.92	\$9.33	\$1.25	\$43.04
6	70	\$27.50	\$7.45	\$9.33	\$1.33	\$45.61
7	75	\$29.47	\$7.98	\$9.33	\$1.40	\$48.18
8	80	\$31.43	\$8.51	\$16.29	\$1.69	\$57.92
9	85	\$33.40	\$9.04	\$16.29	\$1.76	\$60.49
10	90	\$35.36	\$9.58	\$16.29	\$1.84	\$63.07

Notes:

Apprentice to Journeyworker Ratio:1:3

SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 669</i>	04/01/2021	\$43.14	\$10.55	\$16.41	\$0.00	\$70.10

Apprentice - SPRINKLER FITTER - Local 669

Effective Date - 04/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$19.41	\$7.75	\$0.00	\$0.00	\$27.16
2	50	\$21.57	\$7.75	\$0.00	\$0.00	\$29.32
3	55	\$23.73	\$10.55	\$8.15	\$0.00	\$42.43
4	60	\$25.88	\$10.55	\$8.15	\$0.00	\$44.58
5	65	\$28.04	\$10.55	\$8.40	\$0.00	\$46.99
6	70	\$30.20	\$10.55	\$8.40	\$0.00	\$49.15
7	75	\$32.36	\$10.55	\$8.40	\$0.00	\$51.31
8	80	\$34.51	\$10.55	\$8.40	\$0.00	\$53.46
9	85	\$36.67	\$10.55	\$8.40	\$0.00	\$55.62
10	90	\$38.83	\$10.55	\$8.40	\$0.00	\$57.78

Notes:

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TELECOMMUNICATION TECHNICIAN	07/03/2022	\$46.41	\$12.25	\$13.69	\$0.00	\$72.35
ELECTRICIANS LOCAL 7	01/01/2023	\$47.01	\$12.50	\$13.96	\$0.00	\$73.47

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 7

Effective Date - 07/03/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.56	\$7.35	\$0.56	\$0.00	\$26.47
2	45	\$20.88	\$7.35	\$0.63	\$0.00	\$28.86
3	50	\$23.21	\$12.25	\$7.20	\$0.00	\$42.66
4	55	\$25.53	\$12.25	\$7.27	\$0.00	\$45.05
5	65	\$30.17	\$12.25	\$9.14	\$0.00	\$51.56
6	70	\$32.49	\$12.25	\$10.37	\$0.00	\$55.11

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.80	\$7.35	\$0.56	\$0.00	\$26.71
2	45	\$21.15	\$7.35	\$0.63	\$0.00	\$29.13
3	50	\$23.51	\$12.25	\$7.20	\$0.00	\$42.96
4	55	\$25.86	\$12.25	\$7.27	\$0.00	\$45.38
5	65	\$30.56	\$12.25	\$9.14	\$0.00	\$51.95
6	70	\$32.91	\$12.25	\$10.37	\$0.00	\$55.53

Notes:

Steps are 800 hours

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS	08/01/2022	\$58.09	\$11.49	\$22.34	\$0.00	\$91.92
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	02/01/2023	\$59.29	\$11.49	\$22.34	\$0.00	\$93.12
	08/01/2023	\$61.34	\$11.49	\$22.34	\$0.00	\$95.17
	02/01/2024	\$62.59	\$11.49	\$22.34	\$0.00	\$96.42
	08/01/2024	\$64.69	\$11.49	\$22.34	\$0.00	\$98.52
	02/01/2025	\$65.99	\$11.49	\$22.34	\$0.00	\$99.82
	08/01/2025	\$68.14	\$11.49	\$22.34	\$0.00	\$101.97
	02/10/2026	\$69.49	\$11.49	\$22.34	\$0.00	\$103.32
	08/01/2026	\$71.69	\$11.49	\$22.34	\$0.00	\$105.52
	02/01/2027	\$73.09	\$11.49	\$22.34	\$0.00	\$106.92

Apprentice - TERRAZZO FINISHER-Local 3 Marble/Tile (Spr/Ptt)**Effective Date - 08/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.05	\$11.49	\$22.34	\$0.00	\$62.88
2	60	\$34.85	\$11.49	\$22.34	\$0.00	\$68.68
3	70	\$40.66	\$11.49	\$22.34	\$0.00	\$74.49
4	80	\$46.47	\$11.49	\$22.34	\$0.00	\$80.30
5	90	\$52.28	\$11.49	\$22.34	\$0.00	\$86.11

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.65	\$11.49	\$22.34	\$0.00	\$63.48
2	60	\$35.57	\$11.49	\$22.34	\$0.00	\$69.40
3	70	\$41.50	\$11.49	\$22.34	\$0.00	\$75.33
4	80	\$47.43	\$11.49	\$22.34	\$0.00	\$81.26
5	90	\$53.36	\$11.49	\$22.34	\$0.00	\$87.19

Notes:**Apprentice to Journeyworker Ratio:1:5****TERRAZZO MECHANIC***BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE*

08/01/2022	\$59.17	\$11.49	\$22.31	\$0.00	\$92.97
02/01/2023	\$60.37	\$11.49	\$22.31	\$0.00	\$94.17
08/01/2023	\$62.42	\$11.49	\$22.31	\$0.00	\$96.22
02/01/2024	\$63.67	\$11.49	\$22.31	\$0.00	\$97.47
08/01/2024	\$65.77	\$11.49	\$22.31	\$0.00	\$99.57
02/01/2025	\$67.07	\$11.49	\$22.31	\$0.00	\$100.87
08/01/2025	\$69.22	\$11.49	\$22.31	\$0.00	\$103.02
02/01/2026	\$70.57	\$11.49	\$22.31	\$0.00	\$104.37
08/01/2026	\$72.77	\$11.49	\$22.31	\$0.00	\$106.57
02/01/2027	\$74.17	\$11.49	\$22.31	\$0.00	\$107.97

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - TERRAZZO MECH - Local 3 Marble/Tile (Spr/Pitt)

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.59	\$11.49	\$22.31	\$0.00	\$63.39
2	60	\$35.50	\$11.49	\$22.31	\$0.00	\$69.30
3	70	\$41.42	\$11.49	\$22.31	\$0.00	\$75.22
4	80	\$47.34	\$11.49	\$22.31	\$0.00	\$81.14
5	90	\$53.25	\$11.49	\$22.31	\$0.00	\$87.05

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.19	\$11.49	\$22.31	\$0.00	\$63.99
2	60	\$36.22	\$11.49	\$22.31	\$0.00	\$70.02
3	70	\$42.26	\$11.49	\$22.31	\$0.00	\$76.06
4	80	\$48.30	\$11.49	\$22.31	\$0.00	\$82.10
5	90	\$54.33	\$11.49	\$22.31	\$0.00	\$88.13

Notes:

Apprentice to Journeyworker Ratio:1:5

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$42.58	\$9.10	\$17.72	\$0.00	\$69.40
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.30	\$9.10	\$17.72	\$0.00	\$68.12
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
TRACTORS <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$37.60	\$12.47	\$14.50	\$0.00	\$64.57
	12/01/2022	\$38.48	\$12.47	\$14.50	\$0.00	\$65.45
	06/01/2023	\$39.43	\$12.47	\$14.50	\$0.00	\$66.40
	12/01/2023	\$40.38	\$12.47	\$14.50	\$0.00	\$67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2021	\$53.41	\$9.10	\$18.17	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2021	\$55.41	\$9.10	\$18.17	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2021	\$45.48	\$9.10	\$18.17	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2021	\$47.48	\$9.10	\$18.17	\$0.00	\$74.75

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
WAGON DRILL OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>						
	06/01/2022	\$33.25	\$9.10	\$16.19	\$0.00	\$58.54
	12/01/2022	\$33.88	\$9.10	\$16.19	\$0.00	\$59.17
	06/01/2023	\$34.50	\$9.10	\$16.19	\$0.00	\$59.79
	12/01/2023	\$35.13	\$9.10	\$16.19	\$0.00	\$60.42
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2021	\$32.75	\$9.10	\$14.01	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WATER METER INSTALLER <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	09/17/2022	\$45.71	\$9.55	\$17.10	\$0.00	\$72.36
	03/17/2023	\$46.96	\$9.55	\$17.10	\$0.00	\$73.61
	09/17/2023	\$47.96	\$9.55	\$17.10	\$0.00	\$74.61
	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

** Multiple ratios are listed in the comment field.

*** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

**** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.



CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF LABOR STANDARDS

Prevailing Wage Rates

**As determined by the Director under the provisions of the
Massachusetts General Laws, Chapter 149, Sections 26 to 27H**

ROSALIN ACOSTA
Secretary

MICHAEL FLANAGAN
Director

Awarding Authority: MBTA
Contract Number: R90CN02 **City/Town:** BARNSTABLE
Description of Work: Work consists of replacing existing and installing new concrete sidewalk, pavement, and pedestrian ramps systemwide, on an as-needed basis.
Job Location: Various

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- **The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor.** For multi-year CM AT RISK projects, the awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. The annual update requirement is not applicable to 27F "rental of equipment" contracts. **The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.**
- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or a sub-contractor.
- Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.**
- Every contractor or subcontractor working on the construction project must submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. For a sample payroll reporting form go to <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Contractors must obtain the wage schedules from awarding authorities. Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$35.95	\$13.41	\$16.01	\$0.00	\$65.37
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.14	\$13.41	\$16.01	\$0.00	\$65.56
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$37.06	\$9.10	\$16.64	\$0.00	\$62.80
	12/01/2022	\$37.91	\$9.10	\$16.64	\$0.00	\$63.65
	06/01/2023	\$38.81	\$9.10	\$16.64	\$0.00	\$64.55
	12/01/2023	\$39.71	\$9.10	\$16.64	\$0.00	\$65.45
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$36.16	\$9.10	\$16.64	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS WORKER (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SOUTHERN MASS)</i>	12/01/2020	\$38.10	\$12.80	\$9.45	\$0.00	\$60.35
ASPHALT RAKER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 2</i>	06/01/2022	\$37.06	\$9.10	\$16.64	\$0.00	\$62.80
	12/01/2022	\$37.91	\$9.10	\$16.64	\$0.00	\$63.65
	06/01/2023	\$38.81	\$9.10	\$16.64	\$0.00	\$64.55
	12/01/2023	\$39.71	\$9.10	\$16.64	\$0.00	\$65.45
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$36.16	\$9.10	\$16.64	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
2	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
3	70	\$32.27	\$7.07	\$12.59	\$0.00	\$51.93
4	75	\$34.58	\$7.07	\$13.49	\$0.00	\$55.14
5	80	\$36.88	\$7.07	\$14.38	\$0.00	\$58.33
6	85	\$39.19	\$7.07	\$15.29	\$0.00	\$61.55
7	90	\$41.49	\$7.07	\$16.18	\$0.00	\$64.74
8	95	\$43.80	\$7.07	\$17.09	\$0.00	\$67.96

Notes:

Apprentice to Journeyworker Ratio:1:4

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (NEW BEDFORD)</i>	08/01/2022	\$59.15	\$11.49	\$22.34	\$0.00	\$92.98
	02/01/2023	\$60.35	\$11.49	\$22.34	\$0.00	\$94.18
	08/01/2023	\$62.40	\$11.49	\$22.34	\$0.00	\$96.23
	02/01/2024	\$63.65	\$11.49	\$22.34	\$0.00	\$97.48
	08/01/2024	\$65.75	\$11.49	\$22.34	\$0.00	\$99.58
	02/01/2025	\$67.05	\$11.49	\$22.34	\$0.00	\$100.88
	08/01/2025	\$69.20	\$11.49	\$22.34	\$0.00	\$103.03
	02/01/2026	\$70.55	\$11.49	\$22.34	\$0.00	\$104.38
	08/01/2026	\$72.75	\$11.49	\$22.34	\$0.00	\$106.58
	02/01/2027	\$74.15	\$11.49	\$22.34	\$0.00	\$107.98

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 New Bedford

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.58	\$11.49	\$22.34	\$0.00	\$63.41
2	60	\$35.49	\$11.49	\$22.34	\$0.00	\$69.32
3	70	\$41.41	\$11.49	\$22.34	\$0.00	\$75.24
4	80	\$47.32	\$11.49	\$22.34	\$0.00	\$81.15
5	90	\$53.24	\$11.49	\$22.34	\$0.00	\$87.07

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.18	\$11.49	\$22.34	\$0.00	\$64.01
2	60	\$36.21	\$11.49	\$22.34	\$0.00	\$70.04
3	70	\$42.25	\$11.49	\$22.34	\$0.00	\$76.08
4	80	\$48.28	\$11.49	\$22.34	\$0.00	\$82.11
5	90	\$54.32	\$11.49	\$22.34	\$0.00	\$88.15

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$42.33	\$9.10	\$17.72	\$0.00	\$69.15
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For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i>	09/01/2022	\$45.18	\$8.68	\$19.97	\$0.00	\$73.83
	03/01/2023	\$45.78	\$8.68	\$19.97	\$0.00	\$74.43

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.59	\$8.68	\$1.73	\$0.00	\$33.00
2	60	\$27.11	\$8.68	\$1.73	\$0.00	\$37.52
3	70	\$31.63	\$8.68	\$14.78	\$0.00	\$55.09
4	75	\$33.89	\$8.68	\$14.78	\$0.00	\$57.35
5	80	\$36.14	\$8.68	\$16.51	\$0.00	\$61.33
6	80	\$36.14	\$8.68	\$16.51	\$0.00	\$61.33
7	90	\$40.66	\$8.68	\$18.24	\$0.00	\$67.58
8	90	\$40.66	\$8.68	\$18.24	\$0.00	\$67.58

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.89	\$8.68	\$1.73	\$0.00	\$33.30
2	60	\$27.47	\$8.68	\$1.73	\$0.00	\$37.88
3	70	\$32.05	\$8.68	\$14.78	\$0.00	\$55.51
4	75	\$34.34	\$8.68	\$14.78	\$0.00	\$57.80
5	80	\$36.62	\$8.68	\$16.51	\$0.00	\$61.81
6	80	\$36.62	\$8.68	\$16.51	\$0.00	\$61.81
7	90	\$41.20	\$8.68	\$18.24	\$0.00	\$68.12
8	90	\$41.20	\$8.68	\$18.24	\$0.00	\$68.12

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$31.01/ 3&4 \$48.64/ 5&6 \$57.24/ 7&8 \$63.54

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME <i>CARPENTERS-ZONE 3 (Wood Frame)</i>	04/01/2022	\$23.66	\$7.21	\$4.80	\$0.00	\$35.67
	04/01/2023	\$24.16	\$7.21	\$4.80	\$0.00	\$36.17
All Aspects of New Wood Frame Work						

Apprentice - CARPENTER (Wood Frame) - Zone 3**Effective Date -** 04/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.20	\$7.21	\$0.00	\$0.00	\$21.41
2	60	\$14.20	\$7.21	\$0.00	\$0.00	\$21.41
3	65	\$15.38	\$7.21	\$0.00	\$0.00	\$22.59
4	70	\$16.56	\$7.21	\$0.00	\$0.00	\$23.77
5	75	\$17.75	\$7.21	\$3.80	\$0.00	\$28.76
6	80	\$18.93	\$7.21	\$3.80	\$0.00	\$29.94
7	85	\$20.11	\$7.21	\$3.80	\$0.00	\$31.12
8	90	\$21.29	\$7.21	\$3.80	\$0.00	\$32.30

Effective Date - 04/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.50	\$7.21	\$0.00	\$0.00	\$21.71
2	60	\$14.50	\$7.21	\$0.00	\$0.00	\$21.71
3	65	\$15.70	\$7.21	\$0.00	\$0.00	\$22.91
4	70	\$16.91	\$7.21	\$0.00	\$0.00	\$24.12
5	75	\$18.12	\$7.21	\$3.80	\$0.00	\$29.13
6	80	\$19.33	\$7.21	\$3.80	\$0.00	\$30.34
7	85	\$20.54	\$7.21	\$3.80	\$0.00	\$31.55
8	90	\$21.74	\$7.21	\$3.80	\$0.00	\$32.75

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$17.86/ 3&4 \$20.22/ 5&6 \$27.57/ 7&8 \$29.94

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING
 BRICKLAYERS LOCAL 3 (NEW BEDFORD)

01/01/2020

\$49.07

\$12.75

\$22.41

\$0.62

\$84.85

Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (New Bedford)**Effective Date -** 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.54	\$12.75	\$15.41	\$0.00	\$52.70
2	60	\$29.44	\$12.75	\$17.41	\$0.62	\$60.22
3	65	\$31.90	\$12.75	\$18.41	\$0.62	\$63.68
4	70	\$34.35	\$12.75	\$19.41	\$0.62	\$67.13
5	75	\$36.80	\$12.75	\$20.41	\$0.62	\$70.58
6	80	\$39.26	\$12.75	\$21.41	\$0.62	\$74.04
7	90	\$44.16	\$12.75	\$22.41	\$0.62	\$79.94

Notes:

Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$53.40	\$14.25	\$16.05	\$0.00	\$83.70
	12/01/2022	\$54.68	\$14.25	\$16.05	\$0.00	\$84.98
	06/01/2023	\$55.95	\$14.25	\$16.05	\$0.00	\$86.25
	12/01/2023	\$57.23	\$14.25	\$16.05	\$0.00	\$87.53
	06/01/2024	\$58.55	\$14.25	\$16.05	\$0.00	\$88.85
	12/01/2024	\$60.03	\$14.25	\$16.05	\$0.00	\$90.33
	06/01/2025	\$61.36	\$14.25	\$16.05	\$0.00	\$91.66
	12/01/2025	\$62.83	\$14.25	\$16.05	\$0.00	\$93.13
	06/01/2026	\$64.16	\$14.25	\$16.05	\$0.00	\$94.46
	12/01/2026	\$65.64	\$14.25	\$16.05	\$0.00	\$95.94
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$34.26	\$14.25	\$16.05	\$0.00	\$64.56
	12/01/2022	\$35.08	\$14.25	\$16.05	\$0.00	\$65.38
	06/01/2023	\$35.90	\$14.25	\$16.05	\$0.00	\$66.20
	12/01/2023	\$36.72	\$14.25	\$16.05	\$0.00	\$67.02
	06/01/2024	\$37.57	\$14.25	\$16.05	\$0.00	\$67.87
	12/01/2024	\$38.52	\$14.25	\$16.05	\$0.00	\$68.82
	06/01/2025	\$39.37	\$14.25	\$16.05	\$0.00	\$69.67
	12/01/2025	\$40.32	\$14.25	\$16.05	\$0.00	\$70.62
	06/01/2026	\$41.18	\$14.25	\$16.05	\$0.00	\$71.48
	12/01/2026	\$42.13	\$14.25	\$16.05	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 2</i>	07/01/2022	\$54.86	\$8.65	\$23.05	\$0.00	\$86.56
	01/01/2023	\$56.06	\$8.65	\$23.05	\$0.00	\$87.76
	07/01/2023	\$57.26	\$8.65	\$23.05	\$0.00	\$88.96
	01/01/2024	\$58.46	\$8.65	\$23.05	\$0.00	\$90.16
	07/01/2024	\$59.66	\$8.65	\$23.05	\$0.00	\$91.36
	01/01/2025	\$60.86	\$8.65	\$23.05	\$0.00	\$92.56

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.43	\$8.65	\$0.00	\$0.00	\$36.08
2	55	\$30.17	\$8.65	\$6.27	\$0.00	\$45.09
3	60	\$32.92	\$8.65	\$6.84	\$0.00	\$48.41
4	65	\$35.66	\$8.65	\$7.41	\$0.00	\$51.72
5	70	\$38.40	\$8.65	\$19.63	\$0.00	\$66.68
6	75	\$41.15	\$8.65	\$20.20	\$0.00	\$70.00
7	80	\$43.89	\$8.65	\$20.77	\$0.00	\$73.31
8	90	\$49.37	\$8.65	\$21.91	\$0.00	\$79.93

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.03	\$8.65	\$0.00	\$0.00	\$36.68
2	55	\$30.83	\$8.65	\$6.27	\$0.00	\$45.75
3	60	\$33.64	\$8.65	\$6.84	\$0.00	\$49.13
4	65	\$36.44	\$8.65	\$7.41	\$0.00	\$52.50
5	70	\$39.24	\$8.65	\$19.63	\$0.00	\$67.52
6	75	\$42.05	\$8.65	\$20.20	\$0.00	\$70.90
7	80	\$44.85	\$8.65	\$20.77	\$0.00	\$74.27
8	90	\$50.45	\$8.65	\$21.91	\$0.00	\$81.01

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN	06/01/2022	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
LABORERS - ZONE 2	12/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	12/01/2023	\$45.58	\$9.10	\$17.57	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR	06/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
LABORERS - ZONE 2	12/01/2022	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	06/01/2023	\$45.33	\$9.10	\$17.57	\$0.00	\$72.00
	12/01/2023	\$46.58	\$9.10	\$17.57	\$0.00	\$73.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS	06/01/2022	\$43.08	\$9.10	\$17.57	\$0.00	\$69.75
LABORERS - ZONE 2	12/01/2022	\$44.08	\$9.10	\$17.57	\$0.00	\$70.75
	06/01/2023	\$45.08	\$9.10	\$17.57	\$0.00	\$71.75
	12/01/2023	\$46.33	\$9.10	\$17.57	\$0.00	\$73.00
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 2</i>	06/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	12/01/2022	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	06/01/2023	\$45.33	\$9.10	\$17.57	\$0.00	\$72.00
	12/01/2023	\$46.58	\$9.10	\$17.57	\$0.00	\$73.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$43.08	\$9.10	\$17.57	\$0.00	\$69.75
	12/01/2022	\$44.08	\$9.10	\$17.57	\$0.00	\$70.75
	06/01/2023	\$45.08	\$9.10	\$17.57	\$0.00	\$71.75
	12/01/2023	\$46.33	\$9.10	\$17.57	\$0.00	\$73.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 2</i>	06/01/2022	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
	12/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	12/01/2023	\$45.58	\$9.10	\$17.57	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) <i>DRAWBRIDGE - SEIU LOCAL 888</i>	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN <i>ELECTRICIANS LOCAL 223</i>	09/01/2022	\$46.35	\$11.50	\$16.18	\$0.00	\$74.03
	09/01/2023	\$47.87	\$11.75	\$16.86	\$0.00	\$76.48

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - ELECTRICIAN - Local 223
Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.54	\$11.50	\$0.56	\$0.00	\$30.60
2	45	\$20.86	\$11.50	\$0.63	\$0.00	\$32.99
3	50	\$23.18	\$11.50	\$0.70	\$0.00	\$35.38
4	55	\$25.49	\$11.50	\$7.35	\$0.00	\$44.34
5	60	\$27.81	\$11.50	\$7.86	\$0.00	\$47.17
6	65	\$30.13	\$11.50	\$8.37	\$0.00	\$50.00
7	70	\$32.45	\$11.50	\$8.89	\$0.00	\$52.84
8	75	\$34.76	\$11.50	\$9.40	\$0.00	\$55.66

Effective Date - 09/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$19.15	\$11.75	\$0.57	\$0.00	\$31.47
2	45	\$21.54	\$11.75	\$0.65	\$0.00	\$33.94
3	50	\$23.94	\$11.75	\$0.72	\$0.00	\$36.41
4	55	\$26.33	\$11.75	\$7.79	\$0.00	\$45.87
5	60	\$28.72	\$11.75	\$8.31	\$0.00	\$48.78
6	65	\$31.12	\$11.75	\$8.65	\$0.00	\$51.52
7	70	\$33.51	\$11.75	\$9.38	\$0.00	\$54.64
8	75	\$35.90	\$11.75	\$9.90	\$0.00	\$57.55

Notes:
Apprentice to Journeyworker Ratio:2:3***
ELEVATOR CONSTRUCTOR
ELEVATOR CONSTRUCTORS LOCAL 4

01/01/2022

\$65.62

\$16.03

\$20.21

\$0.00

\$101.86

Apprentice - ELEVATOR CONSTRUCTOR - Local 4
Effective Date - 01/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$32.81	\$16.03	\$0.00	\$0.00	\$48.84
2	55	\$36.09	\$16.03	\$20.21	\$0.00	\$72.33
3	65	\$42.65	\$16.03	\$20.21	\$0.00	\$78.89
4	70	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17
5	80	\$52.50	\$16.03	\$20.21	\$0.00	\$88.74

Notes:

Steps 1-2 are 6 mos.; Steps 3-5 are 1 year

Apprentice to Journeyworker Ratio:1:1
ELEVATOR CONSTRUCTOR HELPER
ELEVATOR CONSTRUCTORS LOCAL 4

01/01/2022

\$45.93

\$16.03

\$20.21

\$0.00

\$82.17

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2022	\$47.18	\$14.00	\$16.05	\$0.00	\$77.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2022	\$48.72	\$14.00	\$16.05	\$0.00	\$78.77
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2022	\$23.33	\$14.00	\$16.05	\$0.00	\$53.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 223</i>	09/01/2020	\$43.66	\$10.90	\$14.66	\$0.00	\$69.22
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS LOCAL 223</i>	09/01/2020	\$36.86	\$10.90	\$12.45	\$0.00	\$60.21
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$42.53	\$14.25	\$16.05	\$0.00	\$72.83
	12/01/2022	\$43.54	\$14.25	\$16.05	\$0.00	\$73.84
	06/01/2023	\$44.56	\$14.25	\$16.05	\$0.00	\$74.86
	12/01/2023	\$45.57	\$14.25	\$16.05	\$0.00	\$75.87
	06/01/2024	\$46.63	\$14.25	\$16.05	\$0.00	\$76.93
	12/01/2024	\$47.81	\$14.25	\$16.05	\$0.00	\$78.11
	06/01/2025	\$48.87	\$14.25	\$16.05	\$0.00	\$79.17
	12/01/2025	\$50.04	\$14.25	\$16.05	\$0.00	\$80.34
	06/01/2026	\$51.10	\$14.25	\$16.05	\$0.00	\$81.40
	12/01/2026	\$52.28	\$14.25	\$16.05	\$0.00	\$82.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$24.50	\$9.10	\$16.64	\$0.00	\$50.24
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE II</i>	03/01/2022	\$47.62	\$8.68	\$20.27	\$0.00	\$76.57

Apprentice - FLOORCOVERER - Local 2168 Zone II

Effective Date - 03/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.81	\$8.68	\$1.79	\$0.00	\$34.28
2	55	\$26.19	\$8.68	\$1.79	\$0.00	\$36.66
3	60	\$28.57	\$8.68	\$14.90	\$0.00	\$52.15
4	65	\$30.95	\$8.68	\$14.90	\$0.00	\$54.53
5	70	\$33.33	\$8.68	\$16.69	\$0.00	\$58.70
6	75	\$35.72	\$8.68	\$16.69	\$0.00	\$61.09
7	80	\$38.10	\$8.68	\$18.48	\$0.00	\$65.26
8	85	\$40.48	\$8.68	\$18.48	\$0.00	\$67.64

Notes: Steps are 750 hrs.

% After 10/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)

Step 1&2 \$31.90/ 3&4 \$38.39/ 5&6 \$58.70/ 7&8 \$65.26

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$34.26	\$14.25	\$16.05	\$0.00	\$64.56
	12/01/2022	\$35.08	\$14.25	\$16.05	\$0.00	\$65.38
	06/01/2023	\$35.90	\$14.25	\$16.05	\$0.00	\$66.20
	12/01/2023	\$36.72	\$14.25	\$16.05	\$0.00	\$67.02
	06/01/2024	\$37.57	\$14.25	\$16.05	\$0.00	\$67.87
	12/01/2024	\$38.52	\$14.25	\$16.05	\$0.00	\$68.82
	06/01/2025	\$39.37	\$14.25	\$16.05	\$0.00	\$69.67
	12/01/2025	\$40.32	\$14.25	\$16.05	\$0.00	\$70.62
	06/01/2026	\$41.18	\$14.25	\$16.05	\$0.00	\$71.48
	12/01/2026	\$42.13	\$14.25	\$16.05	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 1333</i>	06/01/2020	\$39.18	\$10.80	\$10.45	\$0.00	\$60.43

Apprentice - GLAZIER - Local 1333**Effective Date - 06/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.59	\$10.80	\$1.80	\$0.00	\$32.19
2	56	\$22.04	\$10.80	\$1.80	\$0.00	\$34.64
3	63	\$24.49	\$10.80	\$2.45	\$0.00	\$37.74
4	69	\$26.94	\$10.80	\$2.45	\$0.00	\$40.19
5	75	\$29.39	\$10.80	\$3.15	\$0.00	\$43.34
6	81	\$31.83	\$10.80	\$3.15	\$0.00	\$45.78
7	88	\$34.28	\$10.80	\$10.45	\$0.00	\$55.53
8	94	\$36.73	\$10.80	\$10.45	\$0.00	\$57.98

Notes:**Apprentice to Journeyworker Ratio:1:3****HOISTING ENGINEER/CRANES/GRADALLS***OPERATING ENGINEERS LOCAL 4*

06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 06/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$28.81	\$14.00	\$0.00	\$0.00	\$42.81
2	60	\$31.43	\$14.00	\$16.05	\$0.00	\$61.48
3	65	\$34.05	\$14.00	\$16.05	\$0.00	\$64.10
4	70	\$36.67	\$14.00	\$16.05	\$0.00	\$66.72
5	75	\$39.29	\$14.00	\$16.05	\$0.00	\$69.34
6	80	\$41.90	\$14.00	\$16.05	\$0.00	\$71.95
7	85	\$44.52	\$14.00	\$16.05	\$0.00	\$74.57
8	90	\$47.14	\$14.00	\$16.05	\$0.00	\$77.19

Effective Date - 12/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$29.50	\$14.25	\$0.00	\$0.00	\$43.75
2	60	\$32.18	\$14.25	\$16.05	\$0.00	\$62.48
3	65	\$34.86	\$14.25	\$16.05	\$0.00	\$65.16
4	70	\$37.54	\$14.25	\$16.05	\$0.00	\$67.84
5	75	\$40.22	\$14.25	\$16.05	\$0.00	\$70.52
6	80	\$42.90	\$14.25	\$16.05	\$0.00	\$73.20
7	85	\$45.59	\$14.25	\$16.05	\$0.00	\$75.89
8	90	\$48.27	\$14.25	\$16.05	\$0.00	\$78.57

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17 - B	04/01/2022	\$38.91	\$13.65	\$17.15	\$2.09	\$71.80
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 223	09/01/2020	\$43.66	\$10.90	\$14.66	\$0.00	\$69.22
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 17 - B	04/01/2022	\$38.91	\$13.65	\$17.15	\$2.09	\$71.80
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) PLUMBERS & PIPEFITTERS LOCAL 51	08/30/2021	\$46.49	\$10.15	\$19.95	\$0.00	\$76.59
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC PLUMBERS & PIPEFITTERS LOCAL 51	08/30/2021	\$46.49	\$10.15	\$19.95	\$0.00	\$76.59
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS LABORERS - ZONE 2	06/01/2022	\$37.06	\$9.10	\$16.64	\$0.00	\$62.80
	12/01/2022	\$37.91	\$9.10	\$16.64	\$0.00	\$63.65
	06/01/2023	\$38.81	\$9.10	\$16.64	\$0.00	\$64.55
	12/01/2023	\$39.71	\$9.10	\$16.64	\$0.00	\$65.45
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$36.16	\$9.10	\$16.64	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SOUTHERN MASS)</i>	09/01/2022	\$48.95	\$13.80	\$17.14	\$0.00	\$79.89

Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Southern MA

Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.48	\$13.80	\$12.42	\$0.00	\$50.70
2	60	\$29.37	\$13.80	\$13.36	\$0.00	\$56.53
3	70	\$34.27	\$13.80	\$14.31	\$0.00	\$62.38
4	80	\$39.16	\$13.80	\$15.25	\$0.00	\$68.21

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 37</i>	03/16/2021	\$42.46	\$7.70	\$17.10	\$0.00	\$67.26
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Apprentice - IRONWORKER - Local 37

Effective Date - 03/16/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	70	\$29.72	\$7.70	\$17.10	\$0.00	\$54.52
2	75	\$31.85	\$7.70	\$17.10	\$0.00	\$56.65
3	80	\$33.97	\$7.70	\$17.10	\$0.00	\$58.77
4	85	\$36.09	\$7.70	\$17.10	\$0.00	\$60.89
5	90	\$38.21	\$7.70	\$17.10	\$0.00	\$63.01
6	95	\$40.34	\$7.70	\$17.10	\$0.00	\$65.14

Notes:

Apprentice to Journeyworker Ratio:1:4

JACKHAMMER & PAVING BREAKER OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95

For apprentice rates see "Apprentice- LABORER"

LABORER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.31	\$9.10	\$16.64	\$0.00	\$62.05
	12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
	12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - LABORER - Zone 2						
Effective Date - 06/01/2022						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.79	\$9.10	\$16.64	\$0.00	\$47.53
2	70	\$25.42	\$9.10	\$16.64	\$0.00	\$51.16
3	80	\$29.05	\$9.10	\$16.64	\$0.00	\$54.79
4	90	\$32.68	\$9.10	\$16.64	\$0.00	\$58.42
Effective Date - 12/01/2022						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.30	\$9.10	\$16.64	\$0.00	\$48.04
2	70	\$26.01	\$9.10	\$16.64	\$0.00	\$51.75
3	80	\$29.73	\$9.10	\$16.64	\$0.00	\$55.47
4	90	\$33.44	\$9.10	\$16.64	\$0.00	\$59.18
Notes:						
Apprentice to Journeyworker Ratio:1:5						
LABORER (HEAVY & HIGHWAY)	12/01/2021	\$35.41	\$9.10	\$16.64	\$0.00	\$61.15
LABORERS - ZONE 2 (HEAVY & HIGHWAY)						

Apprentice - LABORER (Heavy & Highway) - Zone 2						
Effective Date - 12/01/2021						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.25	\$9.10	\$16.64	\$0.00	\$46.99
2	70	\$24.79	\$9.10	\$16.64	\$0.00	\$50.53
3	80	\$28.33	\$9.10	\$16.64	\$0.00	\$54.07
4	90	\$31.87	\$9.10	\$16.64	\$0.00	\$57.61
Notes:						
Apprentice to Journeyworker Ratio:1:5						
LABORER: CARPENTER TENDER	06/01/2022	\$36.31	\$9.10	\$16.64	\$0.00	\$62.05
LABORERS - ZONE 2						
	12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
	12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER	06/01/2022	\$36.31	\$9.10	\$16.64	\$0.00	\$62.05
LABORERS - ZONE 2						
	12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
	12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.40	\$9.10	\$16.70	\$0.00	\$62.20
	12/01/2022	\$37.25	\$9.10	\$16.70	\$0.00	\$63.05
	06/01/2023	\$38.15	\$9.10	\$16.70	\$0.00	\$63.95
	12/01/2023	\$39.05	\$9.10	\$16.70	\$0.00	\$64.85
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.31	\$9.10	\$16.64	\$0.00	\$62.05
	12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
	12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.31	\$9.10	\$16.64	\$0.00	\$62.05
	12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
	12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	08/01/2022	\$45.29	\$11.49	\$20.37	\$0.00	\$77.15
	02/01/2023	\$46.25	\$11.49	\$20.37	\$0.00	\$78.11
	08/01/2023	\$47.89	\$11.49	\$20.37	\$0.00	\$79.75
	02/01/2024	\$48.89	\$11.49	\$20.37	\$0.00	\$80.75
	08/01/2024	\$50.57	\$11.49	\$20.37	\$0.00	\$82.43
	02/01/2025	\$51.61	\$11.49	\$20.37	\$0.00	\$83.47
	08/01/2025	\$53.33	\$11.49	\$20.37	\$0.00	\$85.19
	02/01/2026	\$54.41	\$11.49	\$20.37	\$0.00	\$86.27
	08/01/2026	\$56.17	\$11.49	\$20.37	\$0.00	\$88.03
	02/01/2027	\$57.29	\$11.49	\$20.37	\$0.00	\$89.15

Classification

**Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate**

Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.65	\$11.49	\$20.37	\$0.00	\$54.51
2	60	\$27.17	\$11.49	\$20.37	\$0.00	\$59.03
3	70	\$31.70	\$11.49	\$20.37	\$0.00	\$63.56
4	80	\$36.23	\$11.49	\$20.37	\$0.00	\$68.09
5	90	\$40.76	\$11.49	\$20.37	\$0.00	\$72.62

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.13	\$11.49	\$20.37	\$0.00	\$54.99
2	60	\$27.75	\$11.49	\$20.37	\$0.00	\$59.61
3	70	\$32.38	\$11.49	\$20.37	\$0.00	\$64.24
4	80	\$37.00	\$11.49	\$20.37	\$0.00	\$68.86
5	90	\$41.63	\$11.49	\$20.37	\$0.00	\$73.49

Notes:

Apprentice to Journeyworker Ratio:1:3

MARBLE MASONS,TILELAYERS & TERRAZZO MECH	08/01/2022	\$59.17	\$11.49	\$22.31	\$0.00	\$92.97
BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2023	\$60.37	\$11.49	\$22.31	\$0.00	\$94.17
	08/01/2023	\$62.42	\$11.49	\$22.31	\$0.00	\$96.22
	02/01/2024	\$63.67	\$11.49	\$22.31	\$0.00	\$97.47
	08/01/2024	\$65.77	\$11.49	\$22.31	\$0.00	\$99.57
	02/01/2025	\$67.07	\$11.49	\$22.31	\$0.00	\$100.87
	08/01/2025	\$69.22	\$11.49	\$22.31	\$0.00	\$103.02
	02/01/2026	\$70.57	\$11.49	\$22.31	\$0.00	\$104.37
	08/01/2026	\$72.77	\$11.49	\$22.31	\$0.00	\$106.57
	02/01/2027	\$74.17	\$11.49	\$22.31	\$0.00	\$107.97

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.59	\$11.49	\$22.31	\$0.00	\$63.39
2	60	\$35.50	\$11.49	\$22.31	\$0.00	\$69.30
3	70	\$41.42	\$11.49	\$22.31	\$0.00	\$75.22
4	80	\$47.34	\$11.49	\$22.31	\$0.00	\$81.14
5	90	\$53.25	\$11.49	\$22.31	\$0.00	\$87.05

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.19	\$11.49	\$22.31	\$0.00	\$63.99
2	60	\$36.22	\$11.49	\$22.31	\$0.00	\$70.02
3	70	\$42.26	\$11.49	\$22.31	\$0.00	\$76.06
4	80	\$48.30	\$11.49	\$22.31	\$0.00	\$82.10
5	90	\$54.33	\$11.49	\$22.31	\$0.00	\$88.13

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES)	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
OPERATING ENGINEERS LOCAL 4	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANICS MAINTENANCE	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
OPERATING ENGINEERS LOCAL 4	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 2)	01/03/2022	\$40.67	\$8.58	\$21.57	\$0.00	\$70.82
MILLWRIGHTS LOCAL 1121 - Zone 2	01/02/2023	\$41.92	\$8.58	\$21.57	\$0.00	\$72.07

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
Apprentice - MILLWRIGHT - Local 1121 Zone 2							
Effective Date - 01/03/2022							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	55	\$22.37	\$8.58	\$5.72	\$0.00	\$36.67	
2	65	\$26.44	\$8.58	\$17.93	\$0.00	\$52.95	
3	75	\$30.50	\$8.58	\$18.98	\$0.00	\$58.06	
4	85	\$34.57	\$8.58	\$20.01	\$0.00	\$63.16	
Effective Date - 01/02/2023							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	55	\$23.06	\$8.58	\$5.72	\$0.00	\$37.36	
2	65	\$27.25	\$8.58	\$17.93	\$0.00	\$53.76	
3	75	\$31.44	\$8.58	\$18.98	\$0.00	\$59.00	
4	85	\$35.63	\$8.58	\$20.01	\$0.00	\$64.22	
<div>Notes: Step 1&2 Appr. indentured after 1/6/2020 receive no pension, but do receive annuity. (Step 1 \$5.72, Step 2 \$6.66) Steps are 2,000 hours</div>							
Apprentice to Journeyworker Ratio:1:4							
MORTAR MIXER		06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
LABORERS - ZONE 2		12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
		06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
		12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"							
OILER (OTHER THAN TRUCK CRANES,GRADALLS)		06/01/2022	\$23.80	\$14.25	\$16.05	\$0.00	\$54.10
OPERATING ENGINEERS LOCAL 4		12/01/2022	\$24.37	\$14.25	\$16.05	\$0.00	\$54.67
		06/01/2023	\$24.94	\$14.25	\$16.05	\$0.00	\$55.24
		12/01/2023	\$25.51	\$14.25	\$16.05	\$0.00	\$55.81
		06/01/2024	\$26.11	\$14.25	\$16.05	\$0.00	\$56.41
		12/01/2024	\$26.77	\$14.25	\$16.05	\$0.00	\$57.07
		06/01/2025	\$27.37	\$14.25	\$16.05	\$0.00	\$57.67
		12/01/2025	\$28.03	\$14.25	\$16.05	\$0.00	\$58.33
		06/01/2026	\$28.62	\$14.25	\$16.05	\$0.00	\$58.92
		12/01/2026	\$29.29	\$14.25	\$16.05	\$0.00	\$59.59
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
OILER (TRUCK CRANES, GRADALLS)		06/01/2022	\$28.88	\$14.25	\$16.05	\$0.00	\$59.18
OPERATING ENGINEERS LOCAL 4		12/01/2022	\$29.57	\$14.25	\$16.05	\$0.00	\$59.87
		06/01/2023	\$30.27	\$14.25	\$16.05	\$0.00	\$60.57
		12/01/2023	\$30.96	\$14.25	\$16.05	\$0.00	\$61.26
		06/01/2024	\$31.68	\$14.25	\$16.05	\$0.00	\$61.98
		12/01/2024	\$32.48	\$14.25	\$16.05	\$0.00	\$62.78
		06/01/2025	\$33.20	\$14.25	\$16.05	\$0.00	\$63.50
		12/01/2025	\$34.00	\$14.25	\$16.05	\$0.00	\$64.30
		06/01/2026	\$34.72	\$14.25	\$16.05	\$0.00	\$65.02
		12/01/2026	\$35.52	\$14.25	\$16.05	\$0.00	\$65.82

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 2</i>	07/01/2022	\$54.86	\$8.65	\$23.05	\$0.00	\$86.56
	01/01/2023	\$56.06	\$8.65	\$23.05	\$0.00	\$87.76
	07/01/2023	\$57.26	\$8.65	\$23.05	\$0.00	\$88.96
	01/01/2024	\$58.46	\$8.65	\$23.05	\$0.00	\$90.16
	07/01/2024	\$59.66	\$8.65	\$23.05	\$0.00	\$91.36
	01/01/2025	\$60.86	\$8.65	\$23.05	\$0.00	\$92.56

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.43	\$8.65	\$0.00	\$0.00	\$36.08
2	55	\$30.17	\$8.65	\$6.27	\$0.00	\$45.09
3	60	\$32.92	\$8.65	\$6.84	\$0.00	\$48.41
4	65	\$35.66	\$8.65	\$7.41	\$0.00	\$51.72
5	70	\$38.40	\$8.65	\$19.63	\$0.00	\$66.68
6	75	\$41.15	\$8.65	\$20.20	\$0.00	\$70.00
7	80	\$43.89	\$8.65	\$20.77	\$0.00	\$73.31
8	90	\$49.37	\$8.65	\$21.91	\$0.00	\$79.93

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.03	\$8.65	\$0.00	\$0.00	\$36.68
2	55	\$30.83	\$8.65	\$6.27	\$0.00	\$45.75
3	60	\$33.64	\$8.65	\$6.84	\$0.00	\$49.13
4	65	\$36.44	\$8.65	\$7.41	\$0.00	\$52.50
5	70	\$39.24	\$8.65	\$19.63	\$0.00	\$67.52
6	75	\$42.05	\$8.65	\$20.20	\$0.00	\$70.90
7	80	\$44.85	\$8.65	\$20.77	\$0.00	\$74.27
8	90	\$50.45	\$8.65	\$21.91	\$0.00	\$81.01

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Painter (Spray or Sandblast, New) *	07/01/2022	\$45.76	\$8.65	\$23.05	\$0.00	\$77.46
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2023	\$46.96	\$8.65	\$23.05	\$0.00	\$78.66
	07/01/2023	\$48.16	\$8.65	\$23.05	\$0.00	\$79.86
	01/01/2024	\$49.36	\$8.65	\$23.05	\$0.00	\$81.06
	07/01/2024	\$50.56	\$8.65	\$23.05	\$0.00	\$82.26
	01/01/2025	\$51.76	\$8.65	\$23.05	\$0.00	\$83.46

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.88	\$8.65	\$0.00	\$0.00	\$31.53
2	55	\$25.17	\$8.65	\$6.27	\$0.00	\$40.09
3	60	\$27.46	\$8.65	\$6.84	\$0.00	\$42.95
4	65	\$29.74	\$8.65	\$7.41	\$0.00	\$45.80
5	70	\$32.03	\$8.65	\$19.63	\$0.00	\$60.31
6	75	\$34.32	\$8.65	\$20.20	\$0.00	\$63.17
7	80	\$36.61	\$8.65	\$20.77	\$0.00	\$66.03
8	90	\$41.18	\$8.65	\$21.91	\$0.00	\$71.74

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.48	\$8.65	\$0.00	\$0.00	\$32.13
2	55	\$25.83	\$8.65	\$6.27	\$0.00	\$40.75
3	60	\$28.18	\$8.65	\$6.84	\$0.00	\$43.67
4	65	\$30.52	\$8.65	\$7.41	\$0.00	\$46.58
5	70	\$32.87	\$8.65	\$19.63	\$0.00	\$61.15
6	75	\$35.22	\$8.65	\$20.20	\$0.00	\$64.07
7	80	\$37.57	\$8.65	\$20.77	\$0.00	\$66.99
8	90	\$42.26	\$8.65	\$21.91	\$0.00	\$72.82

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Painter (Spray or Sandblast, Repaint)	07/01/2022	\$43.82	\$8.65	\$23.05	\$0.00	\$75.52
<i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2023	\$45.02	\$8.65	\$23.05	\$0.00	\$76.72
	07/01/2023	\$46.22	\$8.65	\$23.05	\$0.00	\$77.92
	01/01/2024	\$47.42	\$8.65	\$23.05	\$0.00	\$79.12
	07/01/2024	\$48.62	\$8.65	\$23.05	\$0.00	\$80.32
	01/01/2025	\$49.82	\$8.65	\$23.05	\$0.00	\$81.52

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint**Effective Date - 07/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.91	\$8.65	\$0.00	\$0.00	\$30.56
2	55	\$24.10	\$8.65	\$6.27	\$0.00	\$39.02
3	60	\$26.29	\$8.65	\$6.84	\$0.00	\$41.78
4	65	\$28.48	\$8.65	\$7.41	\$0.00	\$44.54
5	70	\$30.67	\$8.65	\$19.63	\$0.00	\$58.95
6	75	\$32.87	\$8.65	\$20.20	\$0.00	\$61.72
7	80	\$35.06	\$8.65	\$20.77	\$0.00	\$64.48
8	90	\$39.44	\$8.65	\$21.91	\$0.00	\$70.00

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.51	\$8.65	\$0.00	\$0.00	\$31.16
2	55	\$24.76	\$8.65	\$6.27	\$0.00	\$39.68
3	60	\$27.01	\$8.65	\$6.84	\$0.00	\$42.50
4	65	\$29.26	\$8.65	\$7.41	\$0.00	\$45.32
5	70	\$31.51	\$8.65	\$19.63	\$0.00	\$59.79
6	75	\$33.77	\$8.65	\$20.20	\$0.00	\$62.62
7	80	\$36.02	\$8.65	\$20.77	\$0.00	\$65.44
8	90	\$40.52	\$8.65	\$21.91	\$0.00	\$71.08

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *

* If 30% or more of surfaces to be painted are new construction,
NEW paint rate shall be used. *PAINTERS LOCAL 35 - ZONE 2*

07/01/2022	\$44.36	\$8.65	\$23.05	\$0.00	\$76.06
01/01/2023	\$45.56	\$8.65	\$23.05	\$0.00	\$77.26
07/01/2023	\$46.76	\$8.65	\$23.05	\$0.00	\$78.46
01/01/2024	\$47.96	\$8.65	\$23.05	\$0.00	\$79.66
07/01/2024	\$49.16	\$8.65	\$23.05	\$0.00	\$80.86
01/01/2025	\$50.36	\$8.65	\$23.05	\$0.00	\$82.06

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.18	\$8.65	\$0.00	\$0.00	\$30.83
2	55	\$24.40	\$8.65	\$6.27	\$0.00	\$39.32
3	60	\$26.62	\$8.65	\$6.84	\$0.00	\$42.11
4	65	\$28.83	\$8.65	\$7.41	\$0.00	\$44.89
5	70	\$31.05	\$8.65	\$19.63	\$0.00	\$59.33
6	75	\$33.27	\$8.65	\$20.20	\$0.00	\$62.12
7	80	\$35.49	\$8.65	\$20.77	\$0.00	\$64.91
8	90	\$39.92	\$8.65	\$21.91	\$0.00	\$70.48

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.78	\$8.65	\$0.00	\$0.00	\$31.43
2	55	\$25.06	\$8.65	\$6.27	\$0.00	\$39.98
3	60	\$27.34	\$8.65	\$6.84	\$0.00	\$42.83
4	65	\$29.61	\$8.65	\$7.41	\$0.00	\$45.67
5	70	\$31.89	\$8.65	\$19.63	\$0.00	\$60.17
6	75	\$34.17	\$8.65	\$20.20	\$0.00	\$63.02
7	80	\$36.45	\$8.65	\$20.77	\$0.00	\$65.87
8	90	\$41.00	\$8.65	\$21.91	\$0.00	\$71.56

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Painter / Taper (Brush, Repaint)	07/01/2022	\$42.42	\$8.65	\$23.05	\$0.00	\$74.12
Painters Local 35 - Zone 2	01/01/2023	\$43.62	\$8.65	\$23.05	\$0.00	\$75.32
	07/01/2023	\$44.82	\$8.65	\$23.05	\$0.00	\$76.52
	01/01/2024	\$46.02	\$8.65	\$23.05	\$0.00	\$77.72
	07/01/2024	\$47.22	\$8.65	\$23.05	\$0.00	\$78.92
	01/01/2025	\$48.42	\$8.65	\$23.05	\$0.00	\$80.12

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.21	\$8.65	\$0.00	\$0.00	\$29.86
2	55	\$23.33	\$8.65	\$6.27	\$0.00	\$38.25
3	60	\$25.45	\$8.65	\$6.84	\$0.00	\$40.94
4	65	\$27.57	\$8.65	\$7.41	\$0.00	\$43.63
5	70	\$29.69	\$8.65	\$19.63	\$0.00	\$57.97
6	75	\$31.82	\$8.65	\$20.20	\$0.00	\$60.67
7	80	\$33.94	\$8.65	\$20.77	\$0.00	\$63.36
8	90	\$38.18	\$8.65	\$21.91	\$0.00	\$68.74

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.81	\$8.65	\$0.00	\$0.00	\$30.46
2	55	\$23.99	\$8.65	\$6.27	\$0.00	\$38.91
3	60	\$26.17	\$8.65	\$6.84	\$0.00	\$41.66
4	65	\$28.35	\$8.65	\$7.41	\$0.00	\$44.41
5	70	\$30.53	\$8.65	\$19.63	\$0.00	\$58.81
6	75	\$32.72	\$8.65	\$20.20	\$0.00	\$61.57
7	80	\$34.90	\$8.65	\$20.77	\$0.00	\$64.32
8	90	\$39.26	\$8.65	\$21.91	\$0.00	\$69.82

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2021	\$35.41	\$9.10	\$16.64	\$0.00	\$61.15
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$35.78	\$13.41	\$16.01	\$0.00	\$65.20
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2020	\$46.11	\$9.40	\$23.12	\$0.00	\$78.63
For apprentice rates see "Apprentice- PILE DRIVER"						
PILE DRIVER PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2020	\$46.11	\$9.40	\$23.12	\$0.00	\$78.63

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - PILE DRIVER - Local 56 Zone 2						
Effective Date - 08/01/2020						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Notes: Apprentice wages shall be no less than the following Steps; (Same as set in Zone 1) 1\$57.06/2\$61.96/3\$66.87/4\$69.32/5\$71.78/6\$71.78/7\$76.68/8\$76.68						
Apprentice to Journeyworker Ratio:1:5						
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PIPELAYER		06/01/2022	\$36.56	\$9.10	\$16.64	\$62.30
LABORERS - ZONE 2		12/01/2022	\$37.41	\$9.10	\$16.64	\$63.15
		06/01/2023	\$38.31	\$9.10	\$16.64	\$64.05
		12/01/2023	\$39.21	\$9.10	\$16.64	\$64.95
For apprentice rates see "Apprentice- LABORER"						
<hr/>						
PIPELAYER (HEAVY & HIGHWAY)		12/01/2021	\$35.66	\$9.10	\$16.64	\$61.40
LABORERS - ZONE 2 (HEAVY & HIGHWAY)						
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
<hr/>						
PLUMBER & PIPEFITTER		08/30/2021	\$46.49	\$10.15	\$19.95	\$76.59
PLUMBERS & PIPEFITTERS LOCAL 51						
<hr/>						
Apprentice - PLUMBER/PIPEFITTER - Local 51						
Effective Date - 08/30/2021						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.60	\$10.15	\$2.50	\$0.00	\$31.25
2	50	\$23.25	\$10.15	\$2.50	\$0.00	\$35.90
3	60	\$27.89	\$10.15	\$8.80	\$0.00	\$46.84
4	70	\$32.54	\$10.15	\$14.08	\$0.00	\$56.77
5	80	\$37.19	\$10.15	\$17.60	\$0.00	\$64.94
Notes: Steps 2000hrs. Prior 9/1/05; 40/40/45/50/55/60/65/75/80/85						
Apprentice to Journeyworker Ratio:1:3						
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PNEUMATIC CONTROLS (TEMP.)		08/30/2021	\$46.49	\$10.15	\$19.95	\$76.59
PLUMBERS & PIPEFITTERS LOCAL 51						
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
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PNEUMATIC DRILL/TOOL OPERATOR		06/01/2022	\$36.56	\$9.10	\$16.64	\$62.30
LABORERS - ZONE 2		12/01/2022	\$37.41	\$9.10	\$16.64	\$63.15
		06/01/2023	\$38.31	\$9.10	\$16.64	\$64.05
		12/01/2023	\$39.21	\$9.10	\$16.64	\$64.95
For apprentice rates see "Apprentice- LABORER"						
<hr/>						
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)		12/01/2021	\$35.66	\$9.10	\$16.64	\$61.40
LABORERS - ZONE 2 (HEAVY & HIGHWAY)						
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER <i>LABORERS - ZONE 2</i>	06/01/2022	\$37.31	\$9.10	\$16.64	\$0.00	\$63.05
	12/01/2022	\$38.16	\$9.10	\$16.64	\$0.00	\$63.90
	06/01/2023	\$39.06	\$9.10	\$16.64	\$0.00	\$64.80
	12/01/2023	\$39.96	\$9.10	\$16.64	\$0.00	\$65.70
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$36.41	\$9.10	\$16.64	\$0.00	\$62.15
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$34.26	\$14.25	\$16.05	\$0.00	\$64.56
	12/01/2022	\$35.08	\$14.25	\$16.05	\$0.00	\$65.38
	06/01/2023	\$35.90	\$14.25	\$16.05	\$0.00	\$66.20
	12/01/2023	\$36.72	\$14.25	\$16.05	\$0.00	\$67.02
	06/01/2024	\$37.57	\$14.25	\$16.05	\$0.00	\$67.87
	12/01/2024	\$38.52	\$14.25	\$16.05	\$0.00	\$68.82
	06/01/2025	\$39.37	\$14.25	\$16.05	\$0.00	\$69.67
	12/01/2025	\$40.32	\$14.25	\$16.05	\$0.00	\$70.62
	06/01/2026	\$41.18	\$14.25	\$16.05	\$0.00	\$71.48
	12/01/2026	\$42.13	\$14.25	\$16.05	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS 653 - Southeastern Concrete (Weymouth)</i>	08/01/2022	\$24.50	\$13.41	\$6.90	\$0.00	\$44.81
	05/01/2023	\$25.00	\$13.41	\$6.90	\$0.00	\$45.31
	08/01/2023	\$25.00	\$13.91	\$6.90	\$0.00	\$45.81

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofing Waterproofing &Roofing Damproofg) <i>ROOFERS LOCAL 33</i>	02/01/2022	\$47.03	\$12.28	\$19.45	\$0.00	\$78.76

Apprentice - ROOFER - Local 33

Effective Date - 02/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.52	\$12.28	\$5.21	\$0.00	\$41.01
2	60	\$28.22	\$12.28	\$19.45	\$0.00	\$59.95
3	65	\$30.57	\$12.28	\$19.45	\$0.00	\$62.30
4	75	\$35.27	\$12.28	\$19.45	\$0.00	\$67.00
5	85	\$39.98	\$12.28	\$19.45	\$0.00	\$71.71

Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1
Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.
(Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER)

Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE <i>ROOFERS LOCAL 33</i>	02/01/2022	\$47.28	\$12.28	\$19.45	\$0.00	\$79.01
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For apprentice rates see "Apprentice- ROOFER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 17 - B</i>	04/01/2022	\$37.41	\$13.95	\$17.85	\$2.08	\$71.29

Apprentice - SHEET METAL WORKER - Local 17-B

Effective Date - 04/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$14.96	\$13.95	\$4.10	\$1.02	\$34.03
2	45	\$16.83	\$13.95	\$4.61	\$1.09	\$36.48
3	50	\$18.71	\$13.95	\$11.26	\$1.35	\$45.27
4	55	\$20.58	\$13.95	\$11.26	\$1.41	\$47.20
5	60	\$22.45	\$13.95	\$14.60	\$1.53	\$52.53
6	65	\$24.32	\$13.95	\$14.88	\$1.59	\$54.74
7	70	\$26.19	\$13.95	\$15.16	\$1.66	\$56.96
8	75	\$28.06	\$13.95	\$15.44	\$1.72	\$59.17
9	80	\$29.93	\$13.95	\$15.72	\$1.79	\$61.39
10	85	\$31.80	\$13.95	\$15.57	\$1.85	\$63.17

Notes:

Apprentice to Journeyworker Ratio:1:3

SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 550 - (Section B) Zone 2</i>	10/01/2022	\$59.00	\$10.44	\$22.60	\$0.00	\$92.04
	03/01/2023	\$60.53	\$10.44	\$22.60	\$0.00	\$93.57
	10/01/2023	\$62.11	\$10.44	\$22.60	\$0.00	\$95.15
	03/01/2024	\$63.73	\$10.44	\$22.60	\$0.00	\$96.77
	10/01/2024	\$65.35	\$10.44	\$22.60	\$0.00	\$98.39
	03/01/2025	\$66.97	\$10.44	\$22.60	\$0.00	\$100.01

Apprentice - SPRINKLER FITTER - Local 550 (Section B) Zone 2**Effective Date -** 10/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$20.65	\$10.44	\$9.10	\$0.00	\$40.19
2	40	\$23.60	\$10.44	\$9.10	\$0.00	\$43.14
3	45	\$26.55	\$10.44	\$9.10	\$0.00	\$46.09
4	50	\$29.50	\$10.44	\$9.10	\$0.00	\$49.04
5	55	\$32.45	\$10.44	\$9.10	\$0.00	\$51.99
6	60	\$35.40	\$10.44	\$11.10	\$0.00	\$56.94
7	65	\$38.35	\$10.44	\$11.10	\$0.00	\$59.89
8	70	\$41.30	\$10.44	\$11.10	\$0.00	\$62.84
9	75	\$44.25	\$10.44	\$11.10	\$0.00	\$65.79
10	80	\$47.20	\$10.44	\$11.10	\$0.00	\$68.74

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$21.19	\$10.44	\$9.10	\$0.00	\$40.73
2	40	\$24.21	\$10.44	\$9.10	\$0.00	\$43.75
3	45	\$27.24	\$10.44	\$9.10	\$0.00	\$46.78
4	50	\$30.27	\$10.44	\$9.10	\$0.00	\$49.81
5	55	\$33.29	\$10.44	\$9.10	\$0.00	\$52.83
6	60	\$36.32	\$10.44	\$11.10	\$0.00	\$57.86
7	65	\$39.34	\$10.44	\$11.10	\$0.00	\$60.88
8	70	\$42.37	\$10.44	\$11.10	\$0.00	\$63.91
9	75	\$45.40	\$10.44	\$11.10	\$0.00	\$66.94
10	80	\$48.42	\$10.44	\$11.10	\$0.00	\$69.96

Notes: Apprentice entered prior 9/30/10:
40/45/50/55/60/65/70/75/80/85
Steps are 850 hours

Apprentice to Journeyworker Ratio:1:3

STEAM BOILER OPERATOR
OPERATING ENGINEERS LOCAL 4

06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 223</i>	09/01/2022	\$38.16	\$11.25	\$13.31	\$0.00	\$62.72
	09/01/2023	\$39.40	\$11.50	\$13.91	\$0.00	\$64.81
	09/01/2024	\$40.69	\$11.75	\$14.53	\$0.00	\$66.97

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 223

Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Notes: See Electrician Apprentice Wages

Telecom Apprentice Wages shall be the same as the Electrician Apprentice Wages

Apprentice to Journeyworker Ratio:2:3***

TERRAZZO FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	08/01/2022	\$58.09	\$11.49	\$22.34	\$0.00	\$91.92
	02/01/2023	\$59.29	\$11.49	\$22.34	\$0.00	\$93.12
	08/01/2023	\$61.34	\$11.49	\$22.34	\$0.00	\$95.17
	02/01/2024	\$62.59	\$11.49	\$22.34	\$0.00	\$96.42
	08/01/2024	\$64.69	\$11.49	\$22.34	\$0.00	\$98.52
	02/01/2025	\$65.99	\$11.49	\$22.34	\$0.00	\$99.82
	08/01/2025	\$68.14	\$11.49	\$22.34	\$0.00	\$101.97
	02/01/2026	\$69.49	\$11.49	\$22.34	\$0.00	\$103.32
	08/01/2026	\$71.69	\$11.49	\$22.34	\$0.00	\$105.52
	02/01/2027	\$73.09	\$11.49	\$22.34	\$0.00	\$106.92

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.05	\$11.49	\$22.34	\$0.00	\$62.88
2	60	\$34.85	\$11.49	\$22.34	\$0.00	\$68.68
3	70	\$40.66	\$11.49	\$22.34	\$0.00	\$74.49
4	80	\$46.47	\$11.49	\$22.34	\$0.00	\$80.30
5	90	\$52.28	\$11.49	\$22.34	\$0.00	\$86.11

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.65	\$11.49	\$22.34	\$0.00	\$63.48
2	60	\$35.57	\$11.49	\$22.34	\$0.00	\$69.40
3	70	\$41.50	\$11.49	\$22.34	\$0.00	\$75.33
4	80	\$47.43	\$11.49	\$22.34	\$0.00	\$81.26
5	90	\$53.36	\$11.49	\$22.34	\$0.00	\$87.19

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$42.58	\$9.10	\$17.72	\$0.00	\$69.40
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.30	\$9.10	\$17.72	\$0.00	\$68.12
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2021	\$53.41	\$9.10	\$18.17	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i> For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$55.41	\$9.10	\$18.17	\$0.00	\$82.68
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i> For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$45.48	\$9.10	\$18.17	\$0.00	\$72.75
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i> For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$47.48	\$9.10	\$18.17	\$0.00	\$74.75
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
WAGON DRILL OPERATOR <i>LABORERS - ZONE 2</i> For apprentice rates see "Apprentice- LABORER"	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i> For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> For apprentice rates see "Apprentice- OPERATING ENGINEERS"	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
WATER METER INSTALLER <i>PLUMBERS & PIPEFITTERS LOCAL 51</i> For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"	08/30/2021	\$46.49	\$10.15	\$19.95	\$0.00	\$76.59

Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

** Multiple ratios are listed in the comment field.

*** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

**** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.



CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF LABOR STANDARDS

Prevailing Wage Rates

**As determined by the Director under the provisions of the
Massachusetts General Laws, Chapter 149, Sections 26 to 27H**

ROSALIN ACOSTA
Secretary

MICHAEL FLANAGAN
Director

Awarding Authority: MBTA
Contract Number: R90CN02 **City/Town:** BOSTON
Description of Work: Work consists of replacing existing and installing new concrete sidewalk, pavement, and pedestrian ramps systemwide, on an as-needed basis.
Job Location: Various

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- **The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor.** For multi-year CM AT RISK projects, the awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. The annual update requirement is not applicable to 27F "rental of equipment" contracts. **The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.**
- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or a sub-contractor.
- Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.**
- Every contractor or subcontractor working on the construction project must submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. For a sample payroll reporting form go to <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Contractors must obtain the wage schedules from awarding authorities. Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2021	\$37.05	\$13.41	\$16.01	\$0.00	\$66.47
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2021	\$37.12	\$13.41	\$16.01	\$0.00	\$66.54
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2021	\$37.24	\$13.41	\$16.01	\$0.00	\$66.66
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.93	\$9.10	\$17.57	\$0.00	\$69.60
	12/01/2022	\$43.93	\$9.10	\$17.57	\$0.00	\$70.60
	06/01/2023	\$44.93	\$9.10	\$17.57	\$0.00	\$71.60
	12/01/2023	\$46.18	\$9.10	\$17.57	\$0.00	\$72.85
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2021	\$41.93	\$9.10	\$17.57	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	12/01/2020	\$38.10	\$12.80	\$9.45	\$0.00	\$60.35
ASPHALT RAKER <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
	12/01/2023	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2021	\$41.43	\$9.10	\$17.57	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
	12/01/2023	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.93	\$9.10	\$17.57	\$0.00	\$69.60
	12/01/2022	\$43.93	\$9.10	\$17.57	\$0.00	\$70.60
	06/01/2023	\$44.93	\$9.10	\$17.57	\$0.00	\$71.60
	12/01/2023	\$46.18	\$9.10	\$17.57	\$0.00	\$72.85
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2021	\$41.93	\$9.10	\$17.57	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
2	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
3	70	\$32.27	\$7.07	\$12.59	\$0.00	\$51.93
4	75	\$34.58	\$7.07	\$13.49	\$0.00	\$55.14
5	80	\$36.88	\$7.07	\$14.38	\$0.00	\$58.33
6	85	\$39.19	\$7.07	\$15.29	\$0.00	\$61.55
7	90	\$41.49	\$7.07	\$16.18	\$0.00	\$64.74
8	95	\$43.80	\$7.07	\$17.09	\$0.00	\$67.96

Notes:

Apprentice to Journeyworker Ratio:1:4

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (BOSTON)</i>	08/01/2022	\$59.15	\$11.49	\$22.34	\$0.00	\$92.98
	02/01/2023	\$60.35	\$11.49	\$22.34	\$0.00	\$94.18
	08/01/2023	\$62.40	\$11.49	\$22.34	\$0.00	\$96.23
	02/01/2024	\$63.65	\$11.49	\$22.34	\$0.00	\$97.48
	08/01/2024	\$65.75	\$11.49	\$22.34	\$0.00	\$99.58
	02/01/2025	\$67.05	\$11.49	\$22.34	\$0.00	\$100.88
	08/01/2025	\$69.20	\$11.49	\$22.34	\$0.00	\$103.03
	02/01/2026	\$70.55	\$11.49	\$22.34	\$0.00	\$104.38
	08/01/2026	\$72.75	\$11.49	\$22.34	\$0.00	\$106.58
	02/01/2027	\$74.15	\$11.49	\$22.34	\$0.00	\$107.98

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Boston

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.58	\$11.49	\$22.34	\$0.00	\$63.41
2	60	\$35.49	\$11.49	\$22.34	\$0.00	\$69.32
3	70	\$41.41	\$11.49	\$22.34	\$0.00	\$75.24
4	80	\$47.32	\$11.49	\$22.34	\$0.00	\$81.15
5	90	\$53.24	\$11.49	\$22.34	\$0.00	\$87.07

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.18	\$11.49	\$22.34	\$0.00	\$64.01
2	60	\$36.21	\$11.49	\$22.34	\$0.00	\$70.04
3	70	\$42.25	\$11.49	\$22.34	\$0.00	\$76.08
4	80	\$48.28	\$11.49	\$22.34	\$0.00	\$82.11
5	90	\$54.32	\$11.49	\$22.34	\$0.00	\$88.15

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$42.33	\$9.10	\$17.72	\$0.00	\$69.15
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For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
	12/01/2023	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS -ZONE 1 (Metro Boston)</i>	09/01/2022	\$54.77	\$8.68	\$19.97	\$0.00	\$83.42
	03/01/2023	\$55.62	\$8.68	\$19.97	\$0.00	\$84.27

Apprentice - CARPENTER - Zone 1 Metro Boston

Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.39	\$8.68	\$1.73	\$0.00	\$37.80
2	60	\$32.86	\$8.68	\$1.73	\$0.00	\$43.27
3	70	\$38.34	\$8.68	\$14.78	\$0.00	\$61.80
4	75	\$41.08	\$8.68	\$14.78	\$0.00	\$64.54
5	80	\$43.82	\$8.68	\$16.51	\$0.00	\$69.01
6	80	\$43.82	\$8.68	\$16.51	\$0.00	\$69.01
7	90	\$49.29	\$8.68	\$18.24	\$0.00	\$76.21
8	90	\$49.29	\$8.68	\$18.24	\$0.00	\$76.21

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.81	\$8.68	\$1.73	\$0.00	\$38.22
2	60	\$33.37	\$8.68	\$1.73	\$0.00	\$43.78
3	70	\$38.93	\$8.68	\$14.78	\$0.00	\$62.39
4	75	\$41.72	\$8.68	\$14.78	\$0.00	\$65.18
5	80	\$44.50	\$8.68	\$16.51	\$0.00	\$69.69
6	80	\$44.50	\$8.68	\$16.51	\$0.00	\$69.69
7	90	\$50.06	\$8.68	\$18.24	\$0.00	\$76.98
8	90	\$50.06	\$8.68	\$18.24	\$0.00	\$76.98

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$35.44/ 3&4 \$54.04/ 5&6 \$64.12/ 7&8 \$71.42

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME <i>CARPENTERS -ZONE 1 (Wood Frame)</i>	10/01/2022	\$35.14	\$7.21	\$8.80	\$0.00	\$51.15
	04/01/2023	\$35.79	\$7.21	\$8.80	\$0.00	\$51.80
All Aspects of New Wood Frame Work						

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - CARPENTER (Wood Frame) - Zone 1**Effective Date -** 10/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.57	\$7.21	\$0.00	\$0.00	\$24.78
2	50	\$17.57	\$7.21	\$0.00	\$0.00	\$24.78
3	55	\$19.33	\$7.21	\$2.00	\$0.00	\$28.54
4	55	\$19.33	\$7.21	\$2.00	\$0.00	\$28.54
5	70	\$24.60	\$7.21	\$6.80	\$0.00	\$38.61
6	70	\$24.60	\$7.21	\$6.80	\$0.00	\$38.61
7	80	\$28.11	\$7.21	\$7.80	\$0.00	\$43.12
8	80	\$28.11	\$7.21	\$7.80	\$0.00	\$43.12

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$22.75/ 3&4 \$28.21/ 5&6 \$38.19/ 7&8 \$42.64

Apprentice to Journeyworker Ratio:1:5**CEMENT MASONRY/PLASTERING***BRICKLAYERS LOCAL 3 (BOSTON)*

01/01/2020

\$49.07

\$12.75

\$22.41

\$0.62

\$84.85

Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (Boston)**Effective Date -** 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.54	\$12.75	\$15.41	\$0.00	\$52.70
2	60	\$29.44	\$12.75	\$17.41	\$0.62	\$60.22
3	65	\$31.90	\$12.75	\$18.41	\$0.62	\$63.68
4	70	\$34.35	\$12.75	\$19.41	\$0.62	\$67.13
5	75	\$36.80	\$12.75	\$20.41	\$0.62	\$70.58
6	80	\$39.26	\$12.75	\$21.41	\$0.62	\$74.04
7	90	\$44.16	\$12.75	\$22.41	\$0.62	\$79.94

Notes:

Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

Apprentice to Journeyworker Ratio:1:3**CHAIN SAW OPERATOR***LABORERS - ZONE 1*

06/01/2022

\$42.43

\$9.10

\$17.57

\$0.00

\$69.10

12/01/2022

\$43.43

\$9.10

\$17.57

\$0.00

\$70.10

06/01/2023

\$44.43

\$9.10

\$17.57

\$0.00

\$71.10

12/01/2023

\$45.68

\$9.10

\$17.57

\$0.00

\$72.35

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$53.40	\$14.25	\$16.05	\$0.00	\$83.70
	12/01/2022	\$54.68	\$14.25	\$16.05	\$0.00	\$84.98
	06/01/2023	\$55.95	\$14.25	\$16.05	\$0.00	\$86.25
	12/01/2023	\$57.23	\$14.25	\$16.05	\$0.00	\$87.53
	06/01/2024	\$58.55	\$14.25	\$16.05	\$0.00	\$88.85
	12/01/2024	\$60.03	\$14.25	\$16.05	\$0.00	\$90.33
	06/01/2025	\$61.36	\$14.25	\$16.05	\$0.00	\$91.66
	12/01/2025	\$62.83	\$14.25	\$16.05	\$0.00	\$93.13
	06/01/2026	\$64.16	\$14.25	\$16.05	\$0.00	\$94.46
	12/01/2026	\$65.64	\$14.25	\$16.05	\$0.00	\$95.94
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$34.26	\$14.25	\$16.05	\$0.00	\$64.56
	12/01/2022	\$35.08	\$14.25	\$16.05	\$0.00	\$65.38
	06/01/2023	\$35.90	\$14.25	\$16.05	\$0.00	\$66.20
	12/01/2023	\$36.72	\$14.25	\$16.05	\$0.00	\$67.02
	06/01/2024	\$37.57	\$14.25	\$16.05	\$0.00	\$67.87
	12/01/2024	\$38.52	\$14.25	\$16.05	\$0.00	\$68.82
	06/01/2025	\$39.37	\$14.25	\$16.05	\$0.00	\$69.67
	12/01/2025	\$40.32	\$14.25	\$16.05	\$0.00	\$70.62
	06/01/2026	\$41.18	\$14.25	\$16.05	\$0.00	\$71.48
	12/01/2026	\$42.13	\$14.25	\$16.05	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 1</i>	07/01/2022	\$54.86	\$8.65	\$23.05	\$0.00	\$86.56
	01/01/2023	\$56.06	\$8.65	\$23.05	\$0.00	\$87.76
	07/01/2023	\$57.26	\$8.65	\$23.05	\$0.00	\$88.96
	01/01/2024	\$58.46	\$8.65	\$23.05	\$0.00	\$90.16
	07/01/2024	\$59.66	\$8.65	\$23.05	\$0.00	\$91.36
	01/01/2025	\$60.86	\$8.65	\$23.05	\$0.00	\$92.56

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.43	\$8.65	\$0.00	\$0.00	\$36.08
2	55	\$30.17	\$8.65	\$6.27	\$0.00	\$45.09
3	60	\$32.92	\$8.65	\$6.84	\$0.00	\$48.41
4	65	\$35.66	\$8.65	\$7.41	\$0.00	\$51.72
5	70	\$38.40	\$8.65	\$19.63	\$0.00	\$66.68
6	75	\$41.15	\$8.65	\$20.20	\$0.00	\$70.00
7	80	\$43.89	\$8.65	\$20.77	\$0.00	\$73.31
8	90	\$49.37	\$8.65	\$21.91	\$0.00	\$79.93

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.03	\$8.65	\$0.00	\$0.00	\$36.68
2	55	\$30.83	\$8.65	\$6.27	\$0.00	\$45.75
3	60	\$33.64	\$8.65	\$6.84	\$0.00	\$49.13
4	65	\$36.44	\$8.65	\$7.41	\$0.00	\$52.50
5	70	\$39.24	\$8.65	\$19.63	\$0.00	\$67.52
6	75	\$42.05	\$8.65	\$20.20	\$0.00	\$70.90
7	80	\$44.85	\$8.65	\$20.77	\$0.00	\$74.27
8	90	\$50.45	\$8.65	\$21.91	\$0.00	\$81.01

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN	06/01/2022	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
LABORERS - ZONE 1	12/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	12/01/2023	\$45.58	\$9.10	\$17.57	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR	06/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
LABORERS - ZONE 1	12/01/2022	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	06/01/2023	\$45.33	\$9.10	\$17.57	\$0.00	\$72.00
	12/01/2023	\$46.58	\$9.10	\$17.57	\$0.00	\$73.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS	06/01/2022	\$43.08	\$9.10	\$17.57	\$0.00	\$69.75
LABORERS - ZONE 1	12/01/2022	\$44.08	\$9.10	\$17.57	\$0.00	\$70.75
	06/01/2023	\$45.08	\$9.10	\$17.57	\$0.00	\$71.75
	12/01/2023	\$46.33	\$9.10	\$17.57	\$0.00	\$73.00
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 1</i>	06/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	12/01/2022	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	06/01/2023	\$45.33	\$9.10	\$17.57	\$0.00	\$72.00
	12/01/2023	\$46.58	\$9.10	\$17.57	\$0.00	\$73.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2022	\$43.08	\$9.10	\$17.57	\$0.00	\$69.75
	12/01/2022	\$44.08	\$9.10	\$17.57	\$0.00	\$70.75
	06/01/2023	\$45.08	\$9.10	\$17.57	\$0.00	\$71.75
	12/01/2023	\$46.33	\$9.10	\$17.57	\$0.00	\$73.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
	12/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	12/01/2023	\$45.58	\$9.10	\$17.57	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) <i>DRAWBRIDGE - SEIU LOCAL 888</i>	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN <i>ELECTRICIANS LOCAL 103</i>	09/01/2022	\$58.76	\$13.00	\$20.86	\$0.00	\$92.62
	03/01/2023	\$60.43	\$13.00	\$20.91	\$0.00	\$94.34

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - ELECTRICIAN - Local 103
Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$23.50	\$13.00	\$0.71	\$0.00	\$37.21
2	40	\$23.50	\$13.00	\$0.71	\$0.00	\$37.21
3	45	\$26.44	\$13.00	\$15.64	\$0.00	\$55.08
4	45	\$26.44	\$13.00	\$15.64	\$0.00	\$55.08
5	50	\$29.38	\$13.00	\$16.12	\$0.00	\$58.50
6	55	\$32.32	\$13.00	\$16.60	\$0.00	\$61.92
7	60	\$35.26	\$13.00	\$17.07	\$0.00	\$65.33
8	65	\$38.19	\$13.00	\$17.55	\$0.00	\$68.74
9	70	\$41.13	\$13.00	\$18.01	\$0.00	\$72.14
10	75	\$44.07	\$13.00	\$18.49	\$0.00	\$75.56

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$24.17	\$13.00	\$0.73	\$0.00	\$37.90
2	40	\$24.17	\$13.00	\$0.73	\$0.00	\$37.90
3	45	\$27.19	\$13.00	\$15.67	\$0.00	\$55.86
4	45	\$27.19	\$13.00	\$15.67	\$0.00	\$55.86
5	50	\$30.22	\$13.00	\$16.15	\$0.00	\$59.37
6	55	\$33.24	\$13.00	\$16.63	\$0.00	\$62.87
7	60	\$36.26	\$13.00	\$17.10	\$0.00	\$66.36
8	65	\$39.28	\$13.00	\$17.58	\$0.00	\$69.86
9	70	\$42.30	\$13.00	\$18.05	\$0.00	\$73.35
10	75	\$45.32	\$13.00	\$18.53	\$0.00	\$76.85

Notes: :

App Prior 1/1/03; 30/35/40/45/50/55/65/70/75/80

Apprentice to Journeyworker Ratio:2:3***

ELEVATOR CONSTRUCTOR

ELEVATOR CONSTRUCTORS LOCAL 4

01/01/2022

\$65.62

\$16.03

\$20.21

\$0.00

\$101.86

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Effective Date - 01/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$32.81	\$16.03	\$0.00	\$0.00	\$48.84
2	55	\$36.09	\$16.03	\$20.21	\$0.00	\$72.33
3	65	\$42.65	\$16.03	\$20.21	\$0.00	\$78.89
4	70	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17
5	80	\$52.50	\$16.03	\$20.21	\$0.00	\$88.74

Notes:

Steps 1-2 are 6 mos.; Steps 3-5 are 1 year

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER <i>ELEVATOR CONSTRUCTORS LOCAL 4</i>	01/01/2022	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2021	\$41.43	\$9.10	\$17.57	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2022	\$47.18	\$14.00	\$16.05	\$0.00	\$77.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2022	\$48.72	\$14.00	\$16.05	\$0.00	\$78.77
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2022	\$23.33	\$14.00	\$16.05	\$0.00	\$53.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 103</i>	09/01/2022	\$58.76	\$13.00	\$20.86	\$0.00	\$92.62
	03/01/2023	\$60.43	\$13.00	\$20.91	\$0.00	\$94.34
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE <i>LOCAL 103</i> <i>/ COMMISSIONINGELECTRICIANS</i>	09/01/2022	\$46.42	\$13.00	\$18.87	\$0.00	\$78.29
	03/01/2023	\$48.34	\$13.00	\$19.01	\$0.00	\$80.35
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$42.53	\$14.25	\$16.05	\$0.00	\$72.83
	12/01/2022	\$43.54	\$14.25	\$16.05	\$0.00	\$73.84
	06/01/2023	\$44.56	\$14.25	\$16.05	\$0.00	\$74.86
	12/01/2023	\$45.57	\$14.25	\$16.05	\$0.00	\$75.87
	06/01/2024	\$46.63	\$14.25	\$16.05	\$0.00	\$76.93
	12/01/2024	\$47.81	\$14.25	\$16.05	\$0.00	\$78.11
	06/01/2025	\$48.87	\$14.25	\$16.05	\$0.00	\$79.17
	12/01/2025	\$50.04	\$14.25	\$16.05	\$0.00	\$80.34
	06/01/2026	\$51.10	\$14.25	\$16.05	\$0.00	\$81.40
	12/01/2026	\$52.28	\$14.25	\$16.05	\$0.00	\$82.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2021	\$24.50	\$9.10	\$17.57	\$0.00	\$51.17

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE I	03/01/2022	\$49.93	\$8.68	\$20.27	\$0.00	\$78.88
Apprentice - FLOORCOVERER - Local 2168 Zone I Effective Date - 03/01/2022						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.97	\$8.68	\$1.79	\$0.00	\$35.44
2	55	\$27.46	\$8.68	\$1.79	\$0.00	\$37.93
3	60	\$29.96	\$8.68	\$14.90	\$0.00	\$53.54
4	65	\$32.45	\$8.68	\$14.90	\$0.00	\$56.03
5	70	\$34.95	\$8.68	\$16.69	\$0.00	\$60.32
6	75	\$37.45	\$8.68	\$16.69	\$0.00	\$62.82
7	80	\$39.94	\$8.68	\$18.48	\$0.00	\$67.10
8	85	\$42.44	\$8.68	\$18.48	\$0.00	\$69.60
<div> Notes: Steps are 750 hrs. % After 10/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps) Step 1&2 \$32.94/ 3&4 \$39.66/ 5&6 \$60.32/ 7&8 \$67.10 </div>						
Apprentice to Journeyworker Ratio:1:1						
FORK LIFT/CHERRY PICKER OPERATING ENGINEERS LOCAL 4						
	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS OPERATING ENGINEERS LOCAL 4						
	06/01/2022	\$34.26	\$14.25	\$16.05	\$0.00	\$64.56
	12/01/2022	\$35.08	\$14.25	\$16.05	\$0.00	\$65.38
	06/01/2023	\$35.90	\$14.25	\$16.05	\$0.00	\$66.20
	12/01/2023	\$36.72	\$14.25	\$16.05	\$0.00	\$67.02
	06/01/2024	\$37.57	\$14.25	\$16.05	\$0.00	\$67.87
	12/01/2024	\$38.52	\$14.25	\$16.05	\$0.00	\$68.82
	06/01/2025	\$39.37	\$14.25	\$16.05	\$0.00	\$69.67
	12/01/2025	\$40.32	\$14.25	\$16.05	\$0.00	\$70.62
	06/01/2026	\$41.18	\$14.25	\$16.05	\$0.00	\$71.48
	12/01/2026	\$42.13	\$14.25	\$16.05	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 35 (ZONE 1)</i>	07/01/2022	\$50.15	\$8.65	\$23.05	\$0.00	\$81.85
	01/01/2023	\$51.35	\$8.65	\$23.05	\$0.00	\$83.05
	07/01/2023	\$52.55	\$8.65	\$23.05	\$0.00	\$84.25
	01/01/2024	\$53.75	\$8.65	\$23.05	\$0.00	\$85.45
	07/01/2024	\$54.95	\$8.65	\$23.05	\$0.00	\$86.65
	01/01/2025	\$56.15	\$8.65	\$23.05	\$0.00	\$87.85

Apprentice - GLAZIER - Local 35 Zone 1

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.08	\$8.65	\$0.00	\$0.00	\$33.73
2	55	\$27.58	\$8.65	\$6.27	\$0.00	\$42.50
3	60	\$30.09	\$8.65	\$6.84	\$0.00	\$45.58
4	65	\$32.60	\$8.65	\$7.41	\$0.00	\$48.66
5	70	\$35.11	\$8.65	\$19.63	\$0.00	\$63.39
6	75	\$37.61	\$8.65	\$20.20	\$0.00	\$66.46
7	80	\$40.12	\$8.65	\$20.77	\$0.00	\$69.54
8	90	\$45.14	\$8.65	\$21.91	\$0.00	\$75.70

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.68	\$8.65	\$0.00	\$0.00	\$34.33
2	55	\$28.24	\$8.65	\$6.27	\$0.00	\$43.16
3	60	\$30.81	\$8.65	\$6.84	\$0.00	\$46.30
4	65	\$33.38	\$8.65	\$7.41	\$0.00	\$49.44
5	70	\$35.95	\$8.65	\$19.63	\$0.00	\$64.23
6	75	\$38.51	\$8.65	\$20.20	\$0.00	\$67.36
7	80	\$41.08	\$8.65	\$20.77	\$0.00	\$70.50
8	90	\$46.22	\$8.65	\$21.91	\$0.00	\$76.78

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

HOISTING ENGINEER/CRANES/GRADALLS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 06/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$28.81	\$14.00	\$0.00	\$0.00	\$42.81
2	60	\$31.43	\$14.00	\$16.05	\$0.00	\$61.48
3	65	\$34.05	\$14.00	\$16.05	\$0.00	\$64.10
4	70	\$36.67	\$14.00	\$16.05	\$0.00	\$66.72
5	75	\$39.29	\$14.00	\$16.05	\$0.00	\$69.34
6	80	\$41.90	\$14.00	\$16.05	\$0.00	\$71.95
7	85	\$44.52	\$14.00	\$16.05	\$0.00	\$74.57
8	90	\$47.14	\$14.00	\$16.05	\$0.00	\$77.19

Effective Date - 12/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$29.50	\$14.25	\$0.00	\$0.00	\$43.75
2	60	\$32.18	\$14.25	\$16.05	\$0.00	\$62.48
3	65	\$34.86	\$14.25	\$16.05	\$0.00	\$65.16
4	70	\$37.54	\$14.25	\$16.05	\$0.00	\$67.84
5	75	\$40.22	\$14.25	\$16.05	\$0.00	\$70.52
6	80	\$42.90	\$14.25	\$16.05	\$0.00	\$73.20
7	85	\$45.59	\$14.25	\$16.05	\$0.00	\$75.89
8	90	\$48.27	\$14.25	\$16.05	\$0.00	\$78.57

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17 - A	02/01/2022	\$53.70	\$13.80	\$25.60	\$2.79	\$95.89
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 103	09/01/2022	\$58.76	\$13.00	\$20.86	\$0.00	\$92.62
	03/01/2023	\$60.43	\$13.00	\$20.91	\$0.00	\$94.34
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 17 - A	02/01/2022	\$53.70	\$13.80	\$25.60	\$2.79	\$95.89
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING - WATER) PIPEFITTERS LOCAL 537	03/01/2021	\$57.94	\$11.70	\$20.24	\$0.00	\$89.88
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC PIPEFITTERS LOCAL 537	03/01/2021	\$57.94	\$11.70	\$20.24	\$0.00	\$89.88
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS LABORERS - ZONE 1	06/01/2022	\$42.93	\$9.10	\$17.57	\$0.00	\$69.60
	12/01/2022	\$43.93	\$9.10	\$17.57	\$0.00	\$70.60
	06/01/2023	\$44.93	\$9.10	\$17.57	\$0.00	\$71.60
	12/01/2023	\$46.18	\$9.10	\$17.57	\$0.00	\$72.85
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2021	\$41.93	\$9.10	\$17.57	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	09/01/2022	\$53.85	\$13.80	\$17.14	\$0.00	\$84.79

Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Boston

Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.93	\$13.80	\$12.42	\$0.00	\$53.15
2	60	\$32.31	\$13.80	\$13.36	\$0.00	\$59.47
3	70	\$37.70	\$13.80	\$14.31	\$0.00	\$65.81
4	80	\$43.08	\$13.80	\$15.25	\$0.00	\$72.13

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (BOSTON AREA)</i>	09/16/2022	\$51.59	\$8.25	\$26.70	\$0.00	\$86.54
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Apprentice - IRONWORKER - Local 7 Boston

Effective Date - 09/16/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$30.95	\$8.25	\$26.70	\$0.00	\$65.90
2	70	\$36.11	\$8.25	\$26.70	\$0.00	\$71.06
3	75	\$38.69	\$8.25	\$26.70	\$0.00	\$73.64
4	80	\$41.27	\$8.25	\$26.70	\$0.00	\$76.22
5	85	\$43.85	\$8.25	\$26.70	\$0.00	\$78.80
6	90	\$46.43	\$8.25	\$26.70	\$0.00	\$81.38

Notes:

** Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:**

JACKHAMMER & PAVING BREAKER OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
	12/01/2023	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35

For apprentice rates see "Apprentice- LABORER"

LABORER <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.18	\$9.10	\$17.57	\$0.00	\$68.85
	12/01/2022	\$43.18	\$9.10	\$17.57	\$0.00	\$69.85
	06/01/2023	\$44.18	\$9.10	\$17.57	\$0.00	\$70.85
	12/01/2023	\$45.43	\$9.10	\$17.57	\$0.00	\$72.10

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - LABORER - Zone 1						
Effective Date - 06/01/2022						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$25.31	\$9.10	\$17.57	\$0.00	\$51.98
2	70	\$29.53	\$9.10	\$17.57	\$0.00	\$56.20
3	80	\$33.74	\$9.10	\$17.57	\$0.00	\$60.41
4	90	\$37.96	\$9.10	\$17.57	\$0.00	\$64.63
Effective Date - 12/01/2022						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$25.91	\$9.10	\$17.57	\$0.00	\$52.58
2	70	\$30.23	\$9.10	\$17.57	\$0.00	\$56.90
3	80	\$34.54	\$9.10	\$17.57	\$0.00	\$61.21
4	90	\$38.86	\$9.10	\$17.57	\$0.00	\$65.53
Notes:						
Apprentice to Journeyworker Ratio:1:5						
LABORER (HEAVY & HIGHWAY)	12/01/2021	\$41.18	\$9.10	\$17.57	\$0.00	\$67.85
LABORERS - ZONE 1 (HEAVY & HIGHWAY)						

Apprentice - LABORER (Heavy & Highway) - Zone 1						
Effective Date - 12/01/2021						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$24.71	\$9.10	\$17.57	\$0.00	\$51.38
2	70	\$28.83	\$9.10	\$17.57	\$0.00	\$55.50
3	80	\$32.94	\$9.10	\$17.57	\$0.00	\$59.61
4	90	\$37.06	\$9.10	\$17.57	\$0.00	\$63.73
Notes:						
Apprentice to Journeyworker Ratio:1:5						
LABORER: CARPENTER TENDER	06/01/2022	\$42.18	\$9.10	\$17.57	\$0.00	\$68.85
LABORERS - ZONE 1						
	12/01/2022	\$43.18	\$9.10	\$17.57	\$0.00	\$69.85
	06/01/2023	\$44.18	\$9.10	\$17.57	\$0.00	\$70.85
	12/01/2023	\$45.43	\$9.10	\$17.57	\$0.00	\$72.10
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER	06/01/2022	\$42.18	\$9.10	\$17.57	\$0.00	\$68.85
LABORERS - ZONE 1						
	12/01/2022	\$43.18	\$9.10	\$17.57	\$0.00	\$69.85
	06/01/2023	\$44.18	\$9.10	\$17.57	\$0.00	\$70.85
	12/01/2023	\$45.43	\$9.10	\$17.57	\$0.00	\$72.10
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
	12/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	12/01/2023	\$45.58	\$9.10	\$17.57	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
	06/01/2024	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2021	\$41.43	\$9.10	\$17.57	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.18	\$9.10	\$17.57	\$0.00	\$68.85
	12/01/2022	\$43.18	\$9.10	\$17.57	\$0.00	\$69.85
	06/01/2023	\$44.18	\$9.10	\$17.57	\$0.00	\$70.85
	12/01/2023	\$45.43	\$9.10	\$17.57	\$0.00	\$72.10
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.18	\$9.10	\$17.57	\$0.00	\$68.85
	12/01/2022	\$43.18	\$9.10	\$17.57	\$0.00	\$69.85
	06/01/2023	\$44.18	\$9.10	\$17.57	\$0.00	\$70.85
	12/01/2023	\$45.43	\$9.10	\$17.57	\$0.00	\$72.10
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
	12/01/2023	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2021	\$41.43	\$9.10	\$17.57	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	08/01/2022	\$45.29	\$11.49	\$20.37	\$0.00	\$77.15
	02/01/2023	\$46.25	\$11.49	\$20.37	\$0.00	\$78.11
	08/01/2023	\$47.89	\$11.49	\$20.37	\$0.00	\$79.75
	02/01/2024	\$48.89	\$11.49	\$20.37	\$0.00	\$80.75
	08/01/2024	\$50.57	\$11.49	\$20.37	\$0.00	\$82.43
	02/01/2025	\$51.61	\$11.49	\$20.37	\$0.00	\$83.47
	08/01/2025	\$53.33	\$11.49	\$20.37	\$0.00	\$85.19
	02/01/2026	\$54.41	\$11.49	\$20.37	\$0.00	\$86.27
	08/01/2026	\$56.17	\$11.49	\$20.37	\$0.00	\$88.03
	02/01/2027	\$57.29	\$11.49	\$20.37	\$0.00	\$89.15

Classification

Effective Date

Base Wage

Health

Pension

**Supplemental
Unemployment**

Total Rate

Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.65	\$11.49	\$20.37	\$0.00	\$54.51
2	60	\$27.17	\$11.49	\$20.37	\$0.00	\$59.03
3	70	\$31.70	\$11.49	\$20.37	\$0.00	\$63.56
4	80	\$36.23	\$11.49	\$20.37	\$0.00	\$68.09
5	90	\$40.76	\$11.49	\$20.37	\$0.00	\$72.62

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.13	\$11.49	\$20.37	\$0.00	\$54.99
2	60	\$27.75	\$11.49	\$20.37	\$0.00	\$59.61
3	70	\$32.38	\$11.49	\$20.37	\$0.00	\$64.24
4	80	\$37.00	\$11.49	\$20.37	\$0.00	\$68.86
5	90	\$41.63	\$11.49	\$20.37	\$0.00	\$73.49

Notes:

Apprentice to Journeyworker Ratio:1:3

MARBLE MASONS,TILELAYERS & TERRAZZO MECH
BRICKLAYERS LOCAL 3 - MARBLE & TILE

08/01/2022	\$59.17	\$11.49	\$22.31	\$0.00	\$92.97
02/01/2023	\$60.37	\$11.49	\$22.31	\$0.00	\$94.17
08/01/2023	\$62.42	\$11.49	\$22.31	\$0.00	\$96.22
02/01/2024	\$63.67	\$11.49	\$22.31	\$0.00	\$97.47
08/01/2024	\$65.77	\$11.49	\$22.31	\$0.00	\$99.57
02/01/2025	\$67.07	\$11.49	\$22.31	\$0.00	\$100.87
08/01/2025	\$69.22	\$11.49	\$22.31	\$0.00	\$103.02
02/01/2026	\$70.57	\$11.49	\$22.31	\$0.00	\$104.37
08/01/2026	\$72.77	\$11.49	\$22.31	\$0.00	\$106.57
02/01/2027	\$74.17	\$11.49	\$22.31	\$0.00	\$107.97

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.59	\$11.49	\$22.31	\$0.00	\$63.39
2	60	\$35.50	\$11.49	\$22.31	\$0.00	\$69.30
3	70	\$41.42	\$11.49	\$22.31	\$0.00	\$75.22
4	80	\$47.34	\$11.49	\$22.31	\$0.00	\$81.14
5	90	\$53.25	\$11.49	\$22.31	\$0.00	\$87.05

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.19	\$11.49	\$22.31	\$0.00	\$63.99
2	60	\$36.22	\$11.49	\$22.31	\$0.00	\$70.02
3	70	\$42.26	\$11.49	\$22.31	\$0.00	\$76.06
4	80	\$48.30	\$11.49	\$22.31	\$0.00	\$82.10
5	90	\$54.33	\$11.49	\$22.31	\$0.00	\$88.13

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES)	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
OPERATING ENGINEERS LOCAL 4	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANICS MAINTENANCE	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
OPERATING ENGINEERS LOCAL 4	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 1)	01/03/2022	\$45.52	\$8.58	\$21.57	\$0.00	\$75.67
MILLWRIGHTS LOCAL 1121 - Zone 1	01/02/2023	\$47.27	\$8.58	\$21.57	\$0.00	\$77.42

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
Apprentice - MILLWRIGHT - Local 1121 Zone 1							
Effective Date - 01/03/2022							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	55	\$25.04	\$8.58	\$5.72	\$0.00	\$39.34	
2	65	\$29.59	\$8.58	\$17.93	\$0.00	\$56.10	
3	75	\$34.14	\$8.58	\$18.98	\$0.00	\$61.70	
4	85	\$38.69	\$8.58	\$20.01	\$0.00	\$67.28	
Effective Date - 01/02/2023							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	55	\$26.00	\$8.58	\$5.72	\$0.00	\$40.30	
2	65	\$30.73	\$8.58	\$17.93	\$0.00	\$57.24	
3	75	\$35.45	\$8.58	\$18.98	\$0.00	\$63.01	
4	85	\$40.18	\$8.58	\$20.01	\$0.00	\$68.77	
<div>Notes: Step 1&2 Appr. indentured after 1/6/2020 receive no pension, but do receive annuity. (Step 1 \$5.72, Step 2 \$6.66) Steps are 2,000 hours</div>							
Apprentice to Journeyworker Ratio:1:4							
MORTAR MIXER		06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
LABORERS - ZONE 1		12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
		06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
		12/01/2023	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"							
OILER (OTHER THAN TRUCK CRANES,GRADALLS)		06/01/2022	\$23.80	\$14.25	\$16.05	\$0.00	\$54.10
OPERATING ENGINEERS LOCAL 4		12/01/2022	\$24.37	\$14.25	\$16.05	\$0.00	\$54.67
		06/01/2023	\$24.94	\$14.25	\$16.05	\$0.00	\$55.24
		12/01/2023	\$25.51	\$14.25	\$16.05	\$0.00	\$55.81
		06/01/2024	\$26.11	\$14.25	\$16.05	\$0.00	\$56.41
		12/01/2024	\$26.77	\$14.25	\$16.05	\$0.00	\$57.07
		06/01/2025	\$27.37	\$14.25	\$16.05	\$0.00	\$57.67
		12/01/2025	\$28.03	\$14.25	\$16.05	\$0.00	\$58.33
		06/01/2026	\$28.62	\$14.25	\$16.05	\$0.00	\$58.92
		12/01/2026	\$29.29	\$14.25	\$16.05	\$0.00	\$59.59
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
OILER (TRUCK CRANES, GRADALLS)		06/01/2022	\$28.88	\$14.25	\$16.05	\$0.00	\$59.18
OPERATING ENGINEERS LOCAL 4		12/01/2022	\$29.57	\$14.25	\$16.05	\$0.00	\$59.87
		06/01/2023	\$30.27	\$14.25	\$16.05	\$0.00	\$60.57
		12/01/2023	\$30.96	\$14.25	\$16.05	\$0.00	\$61.26
		06/01/2024	\$31.68	\$14.25	\$16.05	\$0.00	\$61.98
		12/01/2024	\$32.48	\$14.25	\$16.05	\$0.00	\$62.78
		06/01/2025	\$33.20	\$14.25	\$16.05	\$0.00	\$63.50
		12/01/2025	\$34.00	\$14.25	\$16.05	\$0.00	\$64.30
		06/01/2026	\$34.72	\$14.25	\$16.05	\$0.00	\$65.02
		12/01/2026	\$35.52	\$14.25	\$16.05	\$0.00	\$65.82

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 1</i>	07/01/2022	\$54.86	\$8.65	\$23.05	\$0.00	\$86.56
	01/01/2023	\$56.06	\$8.65	\$23.05	\$0.00	\$87.76
	07/01/2023	\$57.26	\$8.65	\$23.05	\$0.00	\$88.96
	01/01/2024	\$58.46	\$8.65	\$23.05	\$0.00	\$90.16
	07/01/2024	\$59.66	\$8.65	\$23.05	\$0.00	\$91.36
	01/01/2025	\$60.86	\$8.65	\$23.05	\$0.00	\$92.56

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.43	\$8.65	\$0.00	\$0.00	\$36.08
2	55	\$30.17	\$8.65	\$6.27	\$0.00	\$45.09
3	60	\$32.92	\$8.65	\$6.84	\$0.00	\$48.41
4	65	\$35.66	\$8.65	\$7.41	\$0.00	\$51.72
5	70	\$38.40	\$8.65	\$19.63	\$0.00	\$66.68
6	75	\$41.15	\$8.65	\$20.20	\$0.00	\$70.00
7	80	\$43.89	\$8.65	\$20.77	\$0.00	\$73.31
8	90	\$49.37	\$8.65	\$21.91	\$0.00	\$79.93

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.03	\$8.65	\$0.00	\$0.00	\$36.68
2	55	\$30.83	\$8.65	\$6.27	\$0.00	\$45.75
3	60	\$33.64	\$8.65	\$6.84	\$0.00	\$49.13
4	65	\$36.44	\$8.65	\$7.41	\$0.00	\$52.50
5	70	\$39.24	\$8.65	\$19.63	\$0.00	\$67.52
6	75	\$42.05	\$8.65	\$20.20	\$0.00	\$70.90
7	80	\$44.85	\$8.65	\$20.77	\$0.00	\$74.27
8	90	\$50.45	\$8.65	\$21.91	\$0.00	\$81.01

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Painter (Spray or Sandblast, New) *	07/01/2022	\$51.55	\$8.65	\$23.05	\$0.00	\$83.25
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 1</i>	01/01/2023	\$52.75	\$8.65	\$23.05	\$0.00	\$84.45
	07/01/2023	\$53.95	\$8.65	\$23.05	\$0.00	\$85.65
	01/01/2024	\$55.15	\$8.65	\$23.05	\$0.00	\$86.85
	07/01/2024	\$56.35	\$8.65	\$23.05	\$0.00	\$88.05
	01/01/2025	\$57.55	\$8.65	\$23.05	\$0.00	\$89.25

Apprentice - PAINTER Local 35 Zone 1 - Spray/Sandblast - New

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.78	\$8.65	\$0.00	\$0.00	\$34.43
2	55	\$28.35	\$8.65	\$6.27	\$0.00	\$43.27
3	60	\$30.93	\$8.65	\$6.84	\$0.00	\$46.42
4	65	\$33.51	\$8.65	\$7.41	\$0.00	\$49.57
5	70	\$36.09	\$8.65	\$19.63	\$0.00	\$64.37
6	75	\$38.66	\$8.65	\$20.20	\$0.00	\$67.51
7	80	\$41.24	\$8.65	\$20.77	\$0.00	\$70.66
8	90	\$46.40	\$8.65	\$21.91	\$0.00	\$76.96

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.38	\$8.65	\$0.00	\$0.00	\$35.03
2	55	\$29.01	\$8.65	\$6.27	\$0.00	\$43.93
3	60	\$31.65	\$8.65	\$6.84	\$0.00	\$47.14
4	65	\$34.29	\$8.65	\$7.41	\$0.00	\$50.35
5	70	\$36.93	\$8.65	\$19.63	\$0.00	\$65.21
6	75	\$39.56	\$8.65	\$20.20	\$0.00	\$68.41
7	80	\$42.20	\$8.65	\$20.77	\$0.00	\$71.62
8	90	\$47.48	\$8.65	\$21.91	\$0.00	\$78.04

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Painter (Spray or Sandblast, Repaint)	07/01/2022	\$49.61	\$8.65	\$23.05	\$0.00	\$81.31
<i>PAINTERS LOCAL 35 - ZONE 1</i>	01/01/2023	\$50.81	\$8.65	\$23.05	\$0.00	\$82.51
	07/01/2023	\$52.01	\$8.65	\$23.05	\$0.00	\$83.71
	01/01/2024	\$53.21	\$8.65	\$23.05	\$0.00	\$84.91
	01/01/2025	\$55.61	\$8.65	\$23.05	\$0.00	\$87.31
	07/01/2025	\$54.41	\$8.65	\$23.05	\$0.00	\$86.11

Apprentice - PAINTER Local 35 Zone 1 - Spray/Sandblast - Repaint**Effective Date - 07/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.81	\$8.65	\$0.00	\$0.00	\$33.46
2	55	\$27.29	\$8.65	\$6.27	\$0.00	\$42.21
3	60	\$29.77	\$8.65	\$6.84	\$0.00	\$45.26
4	65	\$32.25	\$8.65	\$7.41	\$0.00	\$48.31
5	70	\$34.73	\$8.65	\$19.63	\$0.00	\$63.01
6	75	\$37.21	\$8.65	\$20.20	\$0.00	\$66.06
7	80	\$39.69	\$8.65	\$20.77	\$0.00	\$69.11
8	90	\$44.65	\$8.65	\$21.91	\$0.00	\$75.21

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.41	\$8.65	\$0.00	\$0.00	\$34.06
2	55	\$27.95	\$8.65	\$6.27	\$0.00	\$42.87
3	60	\$30.49	\$8.65	\$6.84	\$0.00	\$45.98
4	65	\$33.03	\$8.65	\$7.41	\$0.00	\$49.09
5	70	\$35.57	\$8.65	\$19.63	\$0.00	\$63.85
6	75	\$38.11	\$8.65	\$20.20	\$0.00	\$66.96
7	80	\$40.65	\$8.65	\$20.77	\$0.00	\$70.07
8	90	\$45.73	\$8.65	\$21.91	\$0.00	\$76.29

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *

* If 30% or more of surfaces to be painted are new construction,
NEW paint rate shall be used. *PAINTERS LOCAL 35 - ZONE 1*

07/01/2022	\$50.15	\$8.65	\$23.05	\$0.00	\$81.85
01/01/2023	\$51.35	\$8.65	\$23.05	\$0.00	\$83.05
07/01/2023	\$52.55	\$8.65	\$23.05	\$0.00	\$84.25
01/01/2024	\$53.75	\$8.65	\$23.05	\$0.00	\$85.45
07/01/2024	\$54.95	\$8.65	\$23.05	\$0.00	\$86.65
01/01/2025	\$56.15	\$8.65	\$23.05	\$0.00	\$87.85

Apprentice - PAINTER - Local 35 Zone 1 - BRUSH NEW**Effective Date - 07/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.08	\$8.65	\$0.00	\$0.00	\$33.73
2	55	\$27.58	\$8.65	\$6.27	\$0.00	\$42.50
3	60	\$30.09	\$8.65	\$6.84	\$0.00	\$45.58
4	65	\$32.60	\$8.65	\$7.41	\$0.00	\$48.66
5	70	\$35.11	\$8.65	\$19.63	\$0.00	\$63.39
6	75	\$37.61	\$8.65	\$20.20	\$0.00	\$66.46
7	80	\$40.12	\$8.65	\$20.77	\$0.00	\$69.54
8	90	\$45.14	\$8.65	\$21.91	\$0.00	\$75.70

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.68	\$8.65	\$0.00	\$0.00	\$34.33
2	55	\$28.24	\$8.65	\$4.13	\$0.00	\$41.02
3	60	\$30.81	\$8.65	\$4.50	\$0.00	\$43.96
4	65	\$33.38	\$8.65	\$4.88	\$0.00	\$46.91
5	70	\$35.95	\$8.65	\$16.90	\$0.00	\$61.50
6	75	\$38.51	\$8.65	\$17.28	\$0.00	\$64.44
7	80	\$41.08	\$8.65	\$17.65	\$0.00	\$67.38
8	90	\$46.22	\$8.65	\$18.40	\$0.00	\$73.27

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)

PAINTERS LOCAL 35 - ZONE 1

07/01/2022	\$48.21	\$8.65	\$23.05	\$0.00	\$79.91
01/01/2023	\$49.41	\$8.65	\$23.05	\$0.00	\$81.11
07/01/2023	\$50.61	\$8.65	\$23.05	\$0.00	\$82.31
01/01/2024	\$51.81	\$8.65	\$23.05	\$0.00	\$83.51
07/01/2024	\$53.01	\$8.65	\$23.05	\$0.00	\$84.71
01/01/2025	\$54.21	\$8.65	\$23.05	\$0.00	\$85.91

Apprentice - PAINTER Local 35 Zone 1 - BRUSH REPAINT

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.11	\$8.65	\$0.00	\$0.00	\$32.76
2	55	\$26.52	\$8.65	\$6.27	\$0.00	\$41.44
3	60	\$28.93	\$8.65	\$6.84	\$0.00	\$44.42
4	65	\$31.34	\$8.65	\$7.41	\$0.00	\$47.40
5	70	\$33.75	\$8.65	\$19.63	\$0.00	\$62.03
6	75	\$36.16	\$8.65	\$20.20	\$0.00	\$65.01
7	80	\$38.57	\$8.65	\$20.77	\$0.00	\$67.99
8	90	\$43.39	\$8.65	\$21.91	\$0.00	\$73.95

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.71	\$8.65	\$0.00	\$0.00	\$33.36
2	55	\$27.18	\$8.65	\$6.27	\$0.00	\$42.10
3	60	\$29.65	\$8.65	\$6.84	\$0.00	\$45.14
4	65	\$32.12	\$8.65	\$7.41	\$0.00	\$48.18
5	70	\$34.59	\$8.65	\$19.63	\$0.00	\$62.87
6	75	\$37.06	\$8.65	\$20.20	\$0.00	\$65.91
7	80	\$39.53	\$8.65	\$20.77	\$0.00	\$68.95
8	90	\$44.47	\$8.65	\$21.91	\$0.00	\$75.03

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2021	\$41.18	\$9.10	\$17.57	\$0.00	\$67.85
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2021	\$36.88	\$13.41	\$16.01	\$0.00	\$66.30
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
PILE DRIVER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - PILE DRIVER - Local 56 Zone 1

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.54	\$9.40	\$23.12	\$0.00	\$57.06
2	60	\$29.44	\$9.40	\$23.12	\$0.00	\$61.96
3	70	\$34.35	\$9.40	\$23.12	\$0.00	\$66.87
4	75	\$36.80	\$9.40	\$23.12	\$0.00	\$69.32
5	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78
6	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78
7	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68
8	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$34.01/ 3&4 \$41.46/ 5&6 \$62.80/ 7&8 \$69.25

Apprentice to Journeyworker Ratio:1:5

PIPEFITTER & STEAMFITTER	03/01/2021	\$57.94	\$11.70	\$20.24	\$0.00	\$89.88
PIPEFITTERS LOCAL 537						

Apprentice - PIPEFITTER - Local 537

Effective Date - 03/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$23.18	\$11.70	\$8.25	\$0.00	\$43.13
2	45	\$26.07	\$11.70	\$20.24	\$0.00	\$58.01
3	60	\$34.76	\$11.70	\$20.24	\$0.00	\$66.70
4	70	\$40.56	\$11.70	\$20.24	\$0.00	\$72.50
5	80	\$46.35	\$11.70	\$20.24	\$0.00	\$78.29

Notes:

** 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.
Refrig/AC Mechanic **1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)

Apprentice to Journeyworker Ratio:**

PIPELAYER	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
LABORERS - ZONE 1						
	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
	12/01/2023	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35

For apprentice rates see "Apprentice- LABORER"

PIPELAYER (HEAVY & HIGHWAY)	12/01/2021	\$41.43	\$9.10	\$17.57	\$0.00	\$68.10
LABORERS - ZONE 1 (HEAVY & HIGHWAY)						

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PLUMBERS & GASFITTERS	09/04/2022	\$63.49	\$14.07	\$18.36	\$0.00	\$95.92
<i>PLUMBERS & GASFITTERS LOCAL 12</i>	02/26/2023	\$65.19	\$14.07	\$18.36	\$0.00	\$97.62
	09/03/2023	\$66.94	\$14.07	\$18.36	\$0.00	\$99.37
	03/03/2024	\$68.74	\$14.07	\$18.36	\$0.00	\$101.17
	09/01/2024	\$70.54	\$14.07	\$18.36	\$0.00	\$102.97
	03/02/2025	\$72.34	\$14.07	\$18.36	\$0.00	\$104.77

Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 09/04/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$22.22	\$14.07	\$6.63	\$0.00	\$42.92
2	40	\$25.40	\$14.07	\$7.52	\$0.00	\$46.99
3	55	\$34.92	\$14.07	\$10.24	\$0.00	\$59.23
4	65	\$41.27	\$14.07	\$12.04	\$0.00	\$67.38
5	75	\$47.62	\$14.07	\$13.85	\$0.00	\$75.54

Effective Date - 02/26/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$22.82	\$14.07	\$6.63	\$0.00	\$43.52
2	40	\$26.08	\$14.07	\$7.52	\$0.00	\$47.67
3	55	\$35.85	\$14.07	\$10.24	\$0.00	\$60.16
4	65	\$42.37	\$14.07	\$12.04	\$0.00	\$68.48
5	75	\$48.89	\$14.07	\$13.85	\$0.00	\$76.81

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr
Step4 with lic\$69.00, Step5 with lic\$76.87

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.)	03/01/2021	\$57.94	\$11.70	\$20.24	\$0.00	\$89.88
<i>PIPEFITTERS LOCAL 537</i>						

For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

PNEUMATIC DRILL/TOOL OPERATOR	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
<i>LABORERS - ZONE 1</i>	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
	12/01/2023	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35

For apprentice rates see "Apprentice- LABORER"

PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)	12/01/2021	\$41.43	\$9.10	\$17.57	\$0.00	\$68.10
<i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>						

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

POWDERMAN & BLASTER	06/01/2022	\$43.18	\$9.10	\$17.57	\$0.00	\$69.85
<i>LABORERS - ZONE 1</i>	12/01/2022	\$44.18	\$9.10	\$17.57	\$0.00	\$70.85
	06/01/2023	\$45.18	\$9.10	\$17.57	\$0.00	\$71.85
	12/01/2023	\$46.43	\$9.10	\$17.57	\$0.00	\$73.10

For apprentice rates see "Apprentice- LABORER"

POWDERMAN & BLASTER (HEAVY & HIGHWAY)	12/01/2021	\$42.18	\$9.10	\$17.57	\$0.00	\$68.85
<i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>						

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$34.26	\$14.25	\$16.05	\$0.00	\$64.56
	12/01/2022	\$35.08	\$14.25	\$16.05	\$0.00	\$65.38
	06/01/2023	\$35.90	\$14.25	\$16.05	\$0.00	\$66.20
	12/01/2023	\$36.72	\$14.25	\$16.05	\$0.00	\$67.02
	06/01/2024	\$37.57	\$14.25	\$16.05	\$0.00	\$67.87
	12/01/2024	\$38.52	\$14.25	\$16.05	\$0.00	\$68.82
	06/01/2025	\$39.37	\$14.25	\$16.05	\$0.00	\$69.67
	12/01/2025	\$40.32	\$14.25	\$16.05	\$0.00	\$70.62
	06/01/2026	\$41.18	\$14.25	\$16.05	\$0.00	\$71.48
	12/01/2026	\$42.13	\$14.25	\$16.05	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY MIX CONCRETE DRIVERS after 4/30/12 (Drivers Hired After 4/30/2012) <i>TEAMSTERS 25 (Metro) - Aggregate</i>	08/01/2022	\$30.40	\$11.91	\$15.25	\$0.00	\$57.56
READY-MIX CONCRETE DRIVER <i>TEAMSTERS 25 (Metro) - Aggregate</i>	08/01/2022	\$34.41	\$11.91	\$15.25	\$0.00	\$61.57

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
RECLAIMERS	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
OPERATING ENGINEERS LOCAL 4	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

RIDE-ON MOTORIZED BUGGY OPERATOR	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
LABORERS - ZONE 1	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
	12/01/2023	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35

For apprentice rates see "Apprentice- LABORER"

ROLLER/SPREADER/MULCHING MACHINE	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
OPERATING ENGINEERS LOCAL 4	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

ROOFER (Inc.Roofing Waterproofing &Roofing Dampproofg)	02/01/2022	\$47.03	\$12.28	\$19.45	\$0.00	\$78.76
ROOFERS LOCAL 33						

Apprentice - ROOFER - Local 33

Effective Date - 02/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.52	\$12.28	\$5.21	\$0.00	\$41.01
2	60	\$28.22	\$12.28	\$19.45	\$0.00	\$59.95
3	65	\$30.57	\$12.28	\$19.45	\$0.00	\$62.30
4	75	\$35.27	\$12.28	\$19.45	\$0.00	\$67.00
5	85	\$39.98	\$12.28	\$19.45	\$0.00	\$71.71

Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1
Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.
(Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER)

Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE	02/01/2022	\$47.28	\$12.28	\$19.45	\$0.00	\$79.01
ROOFERS LOCAL 33						

For apprentice rates see "Apprentice- ROOFER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 17 - A</i>	02/01/2022	\$53.70	\$13.80	\$25.60	\$2.79	\$95.89

Apprentice - SHEET METAL WORKER - Local 17-A

Effective Date - 02/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$22.55	\$13.80	\$6.01	\$0.00	\$42.36
2	42	\$22.55	\$13.80	\$6.01	\$0.00	\$42.36
3	47	\$25.24	\$13.80	\$11.26	\$1.51	\$51.81
4	47	\$25.24	\$13.80	\$11.26	\$1.51	\$51.81
5	52	\$27.92	\$13.80	\$12.23	\$1.62	\$55.57
6	52	\$27.92	\$13.80	\$12.48	\$1.63	\$55.83
7	60	\$32.22	\$13.80	\$13.87	\$1.80	\$61.69
8	65	\$34.91	\$13.80	\$14.84	\$1.91	\$65.46
9	75	\$40.28	\$13.80	\$16.77	\$2.13	\$72.98
10	85	\$45.65	\$13.80	\$18.20	\$2.33	\$79.98

Notes:

Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2021	\$37.34	\$13.41	\$16.01	\$0.00	\$66.76
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2021	\$37.63	\$13.41	\$16.01	\$0.00	\$67.05
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1</i>	10/01/2022	\$65.56	\$15.50	\$22.10	\$0.00	\$103.16
	03/01/2023	\$67.26	\$15.50	\$22.10	\$0.00	\$104.86
	10/01/2023	\$69.01	\$15.50	\$22.10	\$0.00	\$106.61
	03/01/2024	\$70.81	\$15.50	\$22.10	\$0.00	\$108.41
	10/01/2024	\$72.61	\$15.50	\$22.10	\$0.00	\$110.21
	03/01/2025	\$74.41	\$15.50	\$22.10	\$0.00	\$112.01

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1
Effective Date - 10/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$22.95	\$15.50	\$9.60	\$0.00	\$48.05
2	40	\$26.22	\$15.50	\$9.60	\$0.00	\$51.32
3	45	\$29.50	\$15.50	\$9.60	\$0.00	\$54.60
4	50	\$32.78	\$15.50	\$9.60	\$0.00	\$57.88
5	55	\$36.06	\$15.50	\$9.60	\$0.00	\$61.16
6	60	\$39.34	\$15.50	\$11.10	\$0.00	\$65.94
7	65	\$42.61	\$15.50	\$11.10	\$0.00	\$69.21
8	70	\$45.89	\$15.50	\$11.10	\$0.00	\$72.49
9	75	\$49.17	\$15.50	\$11.10	\$0.00	\$75.77
10	80	\$52.45	\$15.50	\$11.10	\$0.00	\$79.05

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$23.54	\$15.50	\$9.60	\$0.00	\$48.64
2	40	\$26.90	\$15.50	\$9.60	\$0.00	\$52.00
3	45	\$30.27	\$15.50	\$9.60	\$0.00	\$55.37
4	50	\$33.63	\$15.50	\$9.60	\$0.00	\$58.73
5	55	\$36.99	\$15.50	\$9.60	\$0.00	\$62.09
6	60	\$40.36	\$15.50	\$11.10	\$0.00	\$66.96
7	65	\$43.72	\$15.50	\$11.10	\$0.00	\$70.32
8	70	\$47.08	\$15.50	\$11.10	\$0.00	\$73.68
9	75	\$50.45	\$15.50	\$11.10	\$0.00	\$77.05
10	80	\$53.81	\$15.50	\$11.10	\$0.00	\$80.41

Notes: Apprentice entered prior 9/30/10:
40/45/50/55/60/65/70/75/80/85
Steps are 850 hours

Apprentice to Journeyworker Ratio:1:3
STEAM BOILER OPERATOR
OPERATING ENGINEERS LOCAL 4

06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN OPERATING ENGINEERS LOCAL 4	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN ELECTRICIANS LOCAL 103	09/01/2022	\$46.42	\$13.00	\$18.87	\$0.00	\$78.29
	03/01/2023	\$48.34	\$13.00	\$19.01	\$0.00	\$80.35

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$20.89	\$13.00	\$0.63	\$0.00	\$34.52
2	45	\$20.89	\$13.00	\$0.63	\$0.00	\$34.52
3	50	\$23.21	\$13.00	\$15.13	\$0.00	\$51.34
4	50	\$23.21	\$13.00	\$15.13	\$0.00	\$51.34
5	55	\$25.53	\$13.00	\$15.51	\$0.00	\$54.04
6	60	\$27.85	\$13.00	\$15.88	\$0.00	\$56.73
7	65	\$30.17	\$13.00	\$16.26	\$0.00	\$59.43
8	70	\$32.49	\$13.00	\$16.62	\$0.00	\$62.11
9	75	\$34.82	\$13.00	\$17.00	\$0.00	\$64.82
10	80	\$37.14	\$13.00	\$17.37	\$0.00	\$67.51

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$21.75	\$13.00	\$0.65	\$0.00	\$35.40
2	45	\$21.75	\$13.00	\$0.65	\$0.00	\$35.40
3	50	\$24.17	\$13.00	\$15.20	\$0.00	\$52.37
4	50	\$24.17	\$13.00	\$15.20	\$0.00	\$52.37
5	55	\$26.59	\$13.00	\$15.58	\$0.00	\$55.17
6	60	\$29.00	\$13.00	\$15.96	\$0.00	\$57.96
7	65	\$31.42	\$13.00	\$16.34	\$0.00	\$60.76
8	70	\$33.84	\$13.00	\$16.73	\$0.00	\$63.57
9	75	\$36.26	\$13.00	\$17.11	\$0.00	\$66.37
10	80	\$38.67	\$13.00	\$17.48	\$0.00	\$69.15

Notes:

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TERRAZZO FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	08/01/2022	\$58.09	\$11.49	\$22.34	\$0.00	\$91.92
	02/01/2023	\$59.29	\$11.49	\$22.34	\$0.00	\$93.12
	08/01/2023	\$61.34	\$11.49	\$22.34	\$0.00	\$95.17
	02/01/2024	\$62.59	\$11.49	\$22.34	\$0.00	\$96.42
	08/01/2024	\$64.69	\$11.49	\$22.34	\$0.00	\$98.52
	02/01/2025	\$65.99	\$11.49	\$22.34	\$0.00	\$99.82
	08/01/2025	\$68.14	\$11.49	\$22.34	\$0.00	\$101.97
	02/01/2026	\$69.49	\$11.49	\$22.34	\$0.00	\$103.32
	08/01/2026	\$71.69	\$11.49	\$22.34	\$0.00	\$105.52
	02/01/2027	\$73.09	\$11.49	\$22.34	\$0.00	\$106.92

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.05	\$11.49	\$22.34	\$0.00	\$62.88
2	60	\$34.85	\$11.49	\$22.34	\$0.00	\$68.68
3	70	\$40.66	\$11.49	\$22.34	\$0.00	\$74.49
4	80	\$46.47	\$11.49	\$22.34	\$0.00	\$80.30
5	90	\$52.28	\$11.49	\$22.34	\$0.00	\$86.11

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.65	\$11.49	\$22.34	\$0.00	\$63.48
2	60	\$35.57	\$11.49	\$22.34	\$0.00	\$69.40
3	70	\$41.50	\$11.49	\$22.34	\$0.00	\$75.33
4	80	\$47.43	\$11.49	\$22.34	\$0.00	\$81.26
5	90	\$53.36	\$11.49	\$22.34	\$0.00	\$87.19

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$42.58	\$9.10	\$17.72	\$0.00	\$69.40
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.30	\$9.10	\$17.72	\$0.00	\$68.12
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2021	\$37.92	\$13.41	\$16.01	\$0.00	\$67.34
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2021	\$53.41	\$9.10	\$18.17	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2021	\$55.41	\$9.10	\$18.17	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2021	\$45.48	\$9.10	\$18.17	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2021	\$47.48	\$9.10	\$18.17	\$0.00	\$74.75
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2021	\$37.34	\$13.41	\$16.01	\$0.00	\$66.76
WAGON DRILL OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
	12/01/2023	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2021	\$41.43	\$9.10	\$17.57	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WATER METER INSTALLER <i>PLUMBERS & GASFITTERS LOCAL 12</i>	09/04/2022	\$63.49	\$14.07	\$18.36	\$0.00	\$95.92
	02/26/2023	\$65.19	\$14.07	\$18.36	\$0.00	\$97.62
	09/03/2023	\$66.94	\$14.07	\$18.36	\$0.00	\$99.37
	03/03/2024	\$68.74	\$14.07	\$18.36	\$0.00	\$101.17
	09/01/2024	\$70.54	\$14.07	\$18.36	\$0.00	\$102.97
	03/02/2025	\$72.34	\$14.07	\$18.36	\$0.00	\$104.77
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

Additional Apprentices Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

** Multiple ratios are listed in the comment field.

*** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

**** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.



CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF LABOR STANDARDS

Prevailing Wage Rates

As determined by the Director under the provisions of the
Massachusetts General Laws, Chapter 149, Sections 26 to 27H

ROSALIN ACOSTA
Secretary

MICHAEL FLANAGAN
Director

Awarding Authority: MBTA
Contract Number: R90CN02 **City/Town:** BROCKTON
Description of Work: Work consists of replacing existing and installing new concrete sidewalk, pavement, and pedestrian ramps systemwide, on an as-needed basis.
Job Location: Various

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, the awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. The annual update requirement is not applicable to 27F "rental of equipment" contracts. **The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.**
- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or a sub-contractor.
- Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.**
- Every contractor or subcontractor working on the construction project must submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. For a sample payroll reporting form go to <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Contractors must obtain the wage schedules from awarding authorities. Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$35.95	\$13.41	\$16.01	\$0.00	\$65.37
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.14	\$13.41	\$16.01	\$0.00	\$65.56
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$37.06	\$9.10	\$16.64	\$0.00	\$62.80
	12/01/2022	\$37.91	\$9.10	\$16.64	\$0.00	\$63.65
	06/01/2023	\$38.81	\$9.10	\$16.64	\$0.00	\$64.55
	12/01/2023	\$39.71	\$9.10	\$16.64	\$0.00	\$65.45
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$36.16	\$9.10	\$16.64	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	12/01/2020	\$38.10	\$12.80	\$9.45	\$0.00	\$60.35
ASPHALT RAKER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 2</i>	06/01/2022	\$37.06	\$9.10	\$16.64	\$0.00	\$62.80
	12/01/2022	\$37.91	\$9.10	\$16.64	\$0.00	\$63.65
	06/01/2023	\$38.81	\$9.10	\$16.64	\$0.00	\$64.55
	12/01/2023	\$39.71	\$9.10	\$16.64	\$0.00	\$65.45
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$36.16	\$9.10	\$16.64	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
2	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
3	70	\$32.27	\$7.07	\$12.59	\$0.00	\$51.93
4	75	\$34.58	\$7.07	\$13.49	\$0.00	\$55.14
5	80	\$36.88	\$7.07	\$14.38	\$0.00	\$58.33
6	85	\$39.19	\$7.07	\$15.29	\$0.00	\$61.55
7	90	\$41.49	\$7.07	\$16.18	\$0.00	\$64.74
8	95	\$43.80	\$7.07	\$17.09	\$0.00	\$67.96

Notes:

Apprentice to Journeyworker Ratio:1:4

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (QUINCY)</i>	08/01/2022	\$59.15	\$11.49	\$22.34	\$0.00	\$92.98
	02/01/2023	\$60.35	\$11.49	\$22.34	\$0.00	\$94.18
	08/01/2023	\$62.40	\$11.49	\$22.34	\$0.00	\$96.23
	02/01/2024	\$63.65	\$11.49	\$22.34	\$0.00	\$97.48
	08/01/2024	\$65.75	\$11.49	\$22.34	\$0.00	\$99.58
	02/01/2025	\$67.05	\$11.49	\$22.34	\$0.00	\$100.88
	08/01/2025	\$69.20	\$11.49	\$22.34	\$0.00	\$103.03
	02/01/2026	\$70.55	\$11.49	\$22.34	\$0.00	\$104.38
	08/01/2026	\$72.75	\$11.49	\$22.34	\$0.00	\$106.58
	02/01/2027	\$74.15	\$11.49	\$22.34	\$0.00	\$107.98

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Quincy

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.58	\$11.49	\$22.34	\$0.00	\$63.41
2	60	\$35.49	\$11.49	\$22.34	\$0.00	\$69.32
3	70	\$41.41	\$11.49	\$22.34	\$0.00	\$75.24
4	80	\$47.32	\$11.49	\$22.34	\$0.00	\$81.15
5	90	\$53.24	\$11.49	\$22.34	\$0.00	\$87.07

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.18	\$11.49	\$22.34	\$0.00	\$64.01
2	60	\$36.21	\$11.49	\$22.34	\$0.00	\$70.04
3	70	\$42.25	\$11.49	\$22.34	\$0.00	\$76.08
4	80	\$48.28	\$11.49	\$22.34	\$0.00	\$82.11
5	90	\$54.32	\$11.49	\$22.34	\$0.00	\$88.15

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$42.33	\$9.10	\$17.72	\$0.00	\$69.15
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For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i>	09/01/2022	\$45.18	\$8.68	\$19.97	\$0.00	\$73.83
	03/01/2023	\$45.78	\$8.68	\$19.97	\$0.00	\$74.43

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.59	\$8.68	\$1.73	\$0.00	\$33.00
2	60	\$27.11	\$8.68	\$1.73	\$0.00	\$37.52
3	70	\$31.63	\$8.68	\$14.78	\$0.00	\$55.09
4	75	\$33.89	\$8.68	\$14.78	\$0.00	\$57.35
5	80	\$36.14	\$8.68	\$16.51	\$0.00	\$61.33
6	80	\$36.14	\$8.68	\$16.51	\$0.00	\$61.33
7	90	\$40.66	\$8.68	\$18.24	\$0.00	\$67.58
8	90	\$40.66	\$8.68	\$18.24	\$0.00	\$67.58

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.89	\$8.68	\$1.73	\$0.00	\$33.30
2	60	\$27.47	\$8.68	\$1.73	\$0.00	\$37.88
3	70	\$32.05	\$8.68	\$14.78	\$0.00	\$55.51
4	75	\$34.34	\$8.68	\$14.78	\$0.00	\$57.80
5	80	\$36.62	\$8.68	\$16.51	\$0.00	\$61.81
6	80	\$36.62	\$8.68	\$16.51	\$0.00	\$61.81
7	90	\$41.20	\$8.68	\$18.24	\$0.00	\$68.12
8	90	\$41.20	\$8.68	\$18.24	\$0.00	\$68.12

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$31.01/ 3&4 \$48.64/ 5&6 \$57.24/ 7&8 \$63.54

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME <i>CARPENTERS-ZONE 3 (Wood Frame)</i>	04/01/2022	\$23.66	\$7.21	\$4.80	\$0.00	\$35.67
	04/01/2023	\$24.16	\$7.21	\$4.80	\$0.00	\$36.17
All Aspects of New Wood Frame Work						

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - CARPENTER (Wood Frame) - Zone 3**Effective Date -** 04/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.20	\$7.21	\$0.00	\$0.00	\$21.41
2	60	\$14.20	\$7.21	\$0.00	\$0.00	\$21.41
3	65	\$15.38	\$7.21	\$0.00	\$0.00	\$22.59
4	70	\$16.56	\$7.21	\$0.00	\$0.00	\$23.77
5	75	\$17.75	\$7.21	\$3.80	\$0.00	\$28.76
6	80	\$18.93	\$7.21	\$3.80	\$0.00	\$29.94
7	85	\$20.11	\$7.21	\$3.80	\$0.00	\$31.12
8	90	\$21.29	\$7.21	\$3.80	\$0.00	\$32.30

Effective Date - 04/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.50	\$7.21	\$0.00	\$0.00	\$21.71
2	60	\$14.50	\$7.21	\$0.00	\$0.00	\$21.71
3	65	\$15.70	\$7.21	\$0.00	\$0.00	\$22.91
4	70	\$16.91	\$7.21	\$0.00	\$0.00	\$24.12
5	75	\$18.12	\$7.21	\$3.80	\$0.00	\$29.13
6	80	\$19.33	\$7.21	\$3.80	\$0.00	\$30.34
7	85	\$20.54	\$7.21	\$3.80	\$0.00	\$31.55
8	90	\$21.74	\$7.21	\$3.80	\$0.00	\$32.75

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$17.86/ 3&4 \$20.22/ 5&6 \$27.57/ 7&8 \$29.94

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING

01/01/2020

\$49.07

\$12.75

\$22.41

\$0.62

\$84.85

BRICKLAYERS LOCAL 3 (QUINCY)

Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (Quincy)**Effective Date -** 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.54	\$12.75	\$15.41	\$0.00	\$52.70
2	60	\$29.44	\$12.75	\$17.41	\$0.62	\$60.22
3	65	\$31.90	\$12.75	\$18.41	\$0.62	\$63.68
4	70	\$34.35	\$12.75	\$19.41	\$0.62	\$67.13
5	75	\$36.80	\$12.75	\$20.41	\$0.62	\$70.58
6	80	\$39.26	\$12.75	\$21.41	\$0.62	\$74.04
7	90	\$44.16	\$12.75	\$22.41	\$0.62	\$79.94

Notes:

Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$53.40	\$14.25	\$16.05	\$0.00	\$83.70
	12/01/2022	\$54.68	\$14.25	\$16.05	\$0.00	\$84.98
	06/01/2023	\$55.95	\$14.25	\$16.05	\$0.00	\$86.25
	12/01/2023	\$57.23	\$14.25	\$16.05	\$0.00	\$87.53
	06/01/2024	\$58.55	\$14.25	\$16.05	\$0.00	\$88.85
	12/01/2024	\$60.03	\$14.25	\$16.05	\$0.00	\$90.33
	06/01/2025	\$61.36	\$14.25	\$16.05	\$0.00	\$91.66
	12/01/2025	\$62.83	\$14.25	\$16.05	\$0.00	\$93.13
	06/01/2026	\$64.16	\$14.25	\$16.05	\$0.00	\$94.46
	12/01/2026	\$65.64	\$14.25	\$16.05	\$0.00	\$95.94
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$34.26	\$14.25	\$16.05	\$0.00	\$64.56
	12/01/2022	\$35.08	\$14.25	\$16.05	\$0.00	\$65.38
	06/01/2023	\$35.90	\$14.25	\$16.05	\$0.00	\$66.20
	12/01/2023	\$36.72	\$14.25	\$16.05	\$0.00	\$67.02
	06/01/2024	\$37.57	\$14.25	\$16.05	\$0.00	\$67.87
	12/01/2024	\$38.52	\$14.25	\$16.05	\$0.00	\$68.82
	06/01/2025	\$39.37	\$14.25	\$16.05	\$0.00	\$69.67
	12/01/2025	\$40.32	\$14.25	\$16.05	\$0.00	\$70.62
	06/01/2026	\$41.18	\$14.25	\$16.05	\$0.00	\$71.48
	12/01/2026	\$42.13	\$14.25	\$16.05	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 2</i>	07/01/2022	\$54.86	\$8.65	\$23.05	\$0.00	\$86.56
	01/01/2023	\$56.06	\$8.65	\$23.05	\$0.00	\$87.76
	07/01/2023	\$57.26	\$8.65	\$23.05	\$0.00	\$88.96
	01/01/2024	\$58.46	\$8.65	\$23.05	\$0.00	\$90.16
	07/01/2024	\$59.66	\$8.65	\$23.05	\$0.00	\$91.36
	01/01/2025	\$60.86	\$8.65	\$23.05	\$0.00	\$92.56

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.43	\$8.65	\$0.00	\$0.00	\$36.08
2	55	\$30.17	\$8.65	\$6.27	\$0.00	\$45.09
3	60	\$32.92	\$8.65	\$6.84	\$0.00	\$48.41
4	65	\$35.66	\$8.65	\$7.41	\$0.00	\$51.72
5	70	\$38.40	\$8.65	\$19.63	\$0.00	\$66.68
6	75	\$41.15	\$8.65	\$20.20	\$0.00	\$70.00
7	80	\$43.89	\$8.65	\$20.77	\$0.00	\$73.31
8	90	\$49.37	\$8.65	\$21.91	\$0.00	\$79.93

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.03	\$8.65	\$0.00	\$0.00	\$36.68
2	55	\$30.83	\$8.65	\$6.27	\$0.00	\$45.75
3	60	\$33.64	\$8.65	\$6.84	\$0.00	\$49.13
4	65	\$36.44	\$8.65	\$7.41	\$0.00	\$52.50
5	70	\$39.24	\$8.65	\$19.63	\$0.00	\$67.52
6	75	\$42.05	\$8.65	\$20.20	\$0.00	\$70.90
7	80	\$44.85	\$8.65	\$20.77	\$0.00	\$74.27
8	90	\$50.45	\$8.65	\$21.91	\$0.00	\$81.01

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN	06/01/2022	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
LABORERS - ZONE 2	12/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	12/01/2023	\$45.58	\$9.10	\$17.57	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR	06/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
LABORERS - ZONE 2	12/01/2022	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	06/01/2023	\$45.33	\$9.10	\$17.57	\$0.00	\$72.00
	12/01/2023	\$46.58	\$9.10	\$17.57	\$0.00	\$73.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS	06/01/2022	\$43.08	\$9.10	\$17.57	\$0.00	\$69.75
LABORERS - ZONE 2	12/01/2022	\$44.08	\$9.10	\$17.57	\$0.00	\$70.75
	06/01/2023	\$45.08	\$9.10	\$17.57	\$0.00	\$71.75
	12/01/2023	\$46.33	\$9.10	\$17.57	\$0.00	\$73.00
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 2</i>	06/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	12/01/2022	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	06/01/2023	\$45.33	\$9.10	\$17.57	\$0.00	\$72.00
	12/01/2023	\$46.58	\$9.10	\$17.57	\$0.00	\$73.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$43.08	\$9.10	\$17.57	\$0.00	\$69.75
	12/01/2022	\$44.08	\$9.10	\$17.57	\$0.00	\$70.75
	06/01/2023	\$45.08	\$9.10	\$17.57	\$0.00	\$71.75
	12/01/2023	\$46.33	\$9.10	\$17.57	\$0.00	\$73.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 2</i>	06/01/2022	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
	12/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	12/01/2023	\$45.58	\$9.10	\$17.57	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) <i>DRAWBRIDGE - SEIU LOCAL 888</i>	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN <i>ELECTRICIANS LOCAL 223</i>	09/01/2022	\$46.35	\$11.50	\$16.18	\$0.00	\$74.03
	09/01/2023	\$47.87	\$11.75	\$16.86	\$0.00	\$76.48

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - ELECTRICIAN - Local 223
Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.54	\$11.50	\$0.56	\$0.00	\$30.60
2	45	\$20.86	\$11.50	\$0.63	\$0.00	\$32.99
3	50	\$23.18	\$11.50	\$0.70	\$0.00	\$35.38
4	55	\$25.49	\$11.50	\$7.35	\$0.00	\$44.34
5	60	\$27.81	\$11.50	\$7.86	\$0.00	\$47.17
6	65	\$30.13	\$11.50	\$8.37	\$0.00	\$50.00
7	70	\$32.45	\$11.50	\$8.89	\$0.00	\$52.84
8	75	\$34.76	\$11.50	\$9.40	\$0.00	\$55.66

Effective Date - 09/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$19.15	\$11.75	\$0.57	\$0.00	\$31.47
2	45	\$21.54	\$11.75	\$0.65	\$0.00	\$33.94
3	50	\$23.94	\$11.75	\$0.72	\$0.00	\$36.41
4	55	\$26.33	\$11.75	\$7.79	\$0.00	\$45.87
5	60	\$28.72	\$11.75	\$8.31	\$0.00	\$48.78
6	65	\$31.12	\$11.75	\$8.65	\$0.00	\$51.52
7	70	\$33.51	\$11.75	\$9.38	\$0.00	\$54.64
8	75	\$35.90	\$11.75	\$9.90	\$0.00	\$57.55

Notes:
Apprentice to Journeyworker Ratio:2:3***
ELEVATOR CONSTRUCTOR
ELEVATOR CONSTRUCTORS LOCAL 4
01/01/2022
\$65.62
\$16.03
\$20.21
\$0.00
\$101.86
Apprentice - ELEVATOR CONSTRUCTOR - Local 4
Effective Date - 01/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$32.81	\$16.03	\$0.00	\$0.00	\$48.84
2	55	\$36.09	\$16.03	\$20.21	\$0.00	\$72.33
3	65	\$42.65	\$16.03	\$20.21	\$0.00	\$78.89
4	70	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17
5	80	\$52.50	\$16.03	\$20.21	\$0.00	\$88.74

Notes:

Steps 1-2 are 6 mos.; Steps 3-5 are 1 year

Apprentice to Journeyworker Ratio:1:1
ELEVATOR CONSTRUCTOR HELPER
ELEVATOR CONSTRUCTORS LOCAL 4
01/01/2022
\$45.93
\$16.03
\$20.21
\$0.00
\$82.17

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2022	\$47.18	\$14.00	\$16.05	\$0.00	\$77.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2022	\$48.72	\$14.00	\$16.05	\$0.00	\$78.77
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2022	\$23.33	\$14.00	\$16.05	\$0.00	\$53.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 223</i>	09/01/2020	\$43.66	\$10.90	\$14.66	\$0.00	\$69.22
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE <i>/ COMMISSIONING ELECTRICIANS LOCAL 223</i>	09/01/2020	\$36.86	\$10.90	\$12.45	\$0.00	\$60.21
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$42.53	\$14.25	\$16.05	\$0.00	\$72.83
	12/01/2022	\$43.54	\$14.25	\$16.05	\$0.00	\$73.84
	06/01/2023	\$44.56	\$14.25	\$16.05	\$0.00	\$74.86
	12/01/2023	\$45.57	\$14.25	\$16.05	\$0.00	\$75.87
	06/01/2024	\$46.63	\$14.25	\$16.05	\$0.00	\$76.93
	12/01/2024	\$47.81	\$14.25	\$16.05	\$0.00	\$78.11
	06/01/2025	\$48.87	\$14.25	\$16.05	\$0.00	\$79.17
	12/01/2025	\$50.04	\$14.25	\$16.05	\$0.00	\$80.34
	06/01/2026	\$51.10	\$14.25	\$16.05	\$0.00	\$81.40
	12/01/2026	\$52.28	\$14.25	\$16.05	\$0.00	\$82.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$24.50	\$9.10	\$16.64	\$0.00	\$50.24
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE I</i>	03/01/2022	\$49.93	\$8.68	\$20.27	\$0.00	\$78.88

Apprentice - FLOORCOVERER - Local 2168 Zone I

Effective Date - 03/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.97	\$8.68	\$1.79	\$0.00	\$35.44
2	55	\$27.46	\$8.68	\$1.79	\$0.00	\$37.93
3	60	\$29.96	\$8.68	\$14.90	\$0.00	\$53.54
4	65	\$32.45	\$8.68	\$14.90	\$0.00	\$56.03
5	70	\$34.95	\$8.68	\$16.69	\$0.00	\$60.32
6	75	\$37.45	\$8.68	\$16.69	\$0.00	\$62.82
7	80	\$39.94	\$8.68	\$18.48	\$0.00	\$67.10
8	85	\$42.44	\$8.68	\$18.48	\$0.00	\$69.60

Notes: Steps are 750 hrs.

% After 10/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)

Step 1&2 \$32.94/ 3&4 \$39.66/ 5&6 \$60.32/ 7&8 \$67.10

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$34.26	\$14.25	\$16.05	\$0.00	\$64.56
	12/01/2022	\$35.08	\$14.25	\$16.05	\$0.00	\$65.38
	06/01/2023	\$35.90	\$14.25	\$16.05	\$0.00	\$66.20
	12/01/2023	\$36.72	\$14.25	\$16.05	\$0.00	\$67.02
	06/01/2024	\$37.57	\$14.25	\$16.05	\$0.00	\$67.87
	12/01/2024	\$38.52	\$14.25	\$16.05	\$0.00	\$68.82
	06/01/2025	\$39.37	\$14.25	\$16.05	\$0.00	\$69.67
	12/01/2025	\$40.32	\$14.25	\$16.05	\$0.00	\$70.62
	06/01/2026	\$41.18	\$14.25	\$16.05	\$0.00	\$71.48
	12/01/2026	\$42.13	\$14.25	\$16.05	\$0.00	\$72.43

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 35 (ZONE 2)</i>	07/01/2022	\$44.36	\$8.65	\$23.05	\$0.00	\$76.06
	01/01/2023	\$45.56	\$8.65	\$23.05	\$0.00	\$77.26
	07/01/2023	\$46.76	\$8.65	\$23.05	\$0.00	\$78.46
	01/01/2024	\$47.96	\$8.65	\$23.05	\$0.00	\$79.66
	07/01/2024	\$49.16	\$8.65	\$23.05	\$0.00	\$80.86
	01/01/2025	\$50.36	\$8.65	\$23.05	\$0.00	\$82.06

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - GLAZIER - Local 35 Zone 2
Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.18	\$8.65	\$0.00	\$0.00	\$30.83
2	55	\$24.40	\$8.65	\$6.27	\$0.00	\$39.32
3	60	\$26.62	\$8.65	\$6.84	\$0.00	\$42.11
4	65	\$28.83	\$8.65	\$7.41	\$0.00	\$44.89
5	70	\$31.05	\$8.65	\$19.63	\$0.00	\$59.33
6	75	\$33.27	\$8.65	\$20.20	\$0.00	\$62.12
7	80	\$35.49	\$8.65	\$20.77	\$0.00	\$64.91
8	90	\$39.92	\$8.65	\$21.91	\$0.00	\$70.48

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.78	\$8.65	\$0.00	\$0.00	\$31.43
2	55	\$25.06	\$8.65	\$6.27	\$0.00	\$39.98
3	60	\$27.34	\$8.65	\$6.84	\$0.00	\$42.83
4	65	\$29.61	\$8.65	\$7.41	\$0.00	\$45.67
5	70	\$31.89	\$8.65	\$19.63	\$0.00	\$60.17
6	75	\$34.17	\$8.65	\$20.20	\$0.00	\$63.02
7	80	\$36.45	\$8.65	\$20.77	\$0.00	\$65.87
8	90	\$41.00	\$8.65	\$21.91	\$0.00	\$71.56

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1
HOISTING ENGINEER/CRANES/GRADALLS
OPERATING ENGINEERS LOCAL 4

06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 06/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$28.81	\$14.00	\$0.00	\$0.00	\$42.81
2	60	\$31.43	\$14.00	\$16.05	\$0.00	\$61.48
3	65	\$34.05	\$14.00	\$16.05	\$0.00	\$64.10
4	70	\$36.67	\$14.00	\$16.05	\$0.00	\$66.72
5	75	\$39.29	\$14.00	\$16.05	\$0.00	\$69.34
6	80	\$41.90	\$14.00	\$16.05	\$0.00	\$71.95
7	85	\$44.52	\$14.00	\$16.05	\$0.00	\$74.57
8	90	\$47.14	\$14.00	\$16.05	\$0.00	\$77.19

Effective Date - 12/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$29.50	\$14.25	\$0.00	\$0.00	\$43.75
2	60	\$32.18	\$14.25	\$16.05	\$0.00	\$62.48
3	65	\$34.86	\$14.25	\$16.05	\$0.00	\$65.16
4	70	\$37.54	\$14.25	\$16.05	\$0.00	\$67.84
5	75	\$40.22	\$14.25	\$16.05	\$0.00	\$70.52
6	80	\$42.90	\$14.25	\$16.05	\$0.00	\$73.20
7	85	\$45.59	\$14.25	\$16.05	\$0.00	\$75.89
8	90	\$48.27	\$14.25	\$16.05	\$0.00	\$78.57

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17 - A	02/01/2022	\$53.70	\$13.80	\$25.60	\$2.79	\$95.89
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 223	09/01/2020	\$43.66	\$10.90	\$14.66	\$0.00	\$69.22
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 17 - A	02/01/2022	\$53.70	\$13.80	\$25.60	\$2.79	\$95.89
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) PLUMBERS & PIPEFITTERS LOCAL 51	08/30/2021	\$46.49	\$10.15	\$19.95	\$0.00	\$76.59
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC PLUMBERS & PIPEFITTERS LOCAL 51	08/30/2021	\$46.49	\$10.15	\$19.95	\$0.00	\$76.59
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS LABORERS - ZONE 2	06/01/2022	\$37.06	\$9.10	\$16.64	\$0.00	\$62.80
	12/01/2022	\$37.91	\$9.10	\$16.64	\$0.00	\$63.65
	06/01/2023	\$38.81	\$9.10	\$16.64	\$0.00	\$64.55
	12/01/2023	\$39.71	\$9.10	\$16.64	\$0.00	\$65.45
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$36.16	\$9.10	\$16.64	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	09/01/2022	\$53.85	\$13.80	\$17.14	\$0.00	\$84.79

Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Boston

Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.93	\$13.80	\$12.42	\$0.00	\$53.15
2	60	\$32.31	\$13.80	\$13.36	\$0.00	\$59.47
3	70	\$37.70	\$13.80	\$14.31	\$0.00	\$65.81
4	80	\$43.08	\$13.80	\$15.25	\$0.00	\$72.13

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (BOSTON AREA)</i>	09/16/2022	\$51.59	\$8.25	\$26.70	\$0.00	\$86.54
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Apprentice - IRONWORKER - Local 7 Boston

Effective Date - 09/16/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$30.95	\$8.25	\$26.70	\$0.00	\$65.90
2	70	\$36.11	\$8.25	\$26.70	\$0.00	\$71.06
3	75	\$38.69	\$8.25	\$26.70	\$0.00	\$73.64
4	80	\$41.27	\$8.25	\$26.70	\$0.00	\$76.22
5	85	\$43.85	\$8.25	\$26.70	\$0.00	\$78.80
6	90	\$46.43	\$8.25	\$26.70	\$0.00	\$81.38

Notes:

** Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:**

JACKHAMMER & PAVING BREAKER OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95

For apprentice rates see "Apprentice- LABORER"

LABORER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.31	\$9.10	\$16.64	\$0.00	\$62.05
	12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
	12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - LABORER - Zone 2						
Effective Date - 06/01/2022						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.79	\$9.10	\$16.64	\$0.00	\$47.53
2	70	\$25.42	\$9.10	\$16.64	\$0.00	\$51.16
3	80	\$29.05	\$9.10	\$16.64	\$0.00	\$54.79
4	90	\$32.68	\$9.10	\$16.64	\$0.00	\$58.42
Effective Date - 12/01/2022						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.30	\$9.10	\$16.64	\$0.00	\$48.04
2	70	\$26.01	\$9.10	\$16.64	\$0.00	\$51.75
3	80	\$29.73	\$9.10	\$16.64	\$0.00	\$55.47
4	90	\$33.44	\$9.10	\$16.64	\$0.00	\$59.18
Notes:						
Apprentice to Journeyworker Ratio:1:5						
LABORER (HEAVY & HIGHWAY)	12/01/2021	\$35.41	\$9.10	\$16.64	\$0.00	\$61.15
LABORERS - ZONE 2 (HEAVY & HIGHWAY)						

Apprentice - LABORER (Heavy & Highway) - Zone 2						
Effective Date - 12/01/2021						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.25	\$9.10	\$16.64	\$0.00	\$46.99
2	70	\$24.79	\$9.10	\$16.64	\$0.00	\$50.53
3	80	\$28.33	\$9.10	\$16.64	\$0.00	\$54.07
4	90	\$31.87	\$9.10	\$16.64	\$0.00	\$57.61
Notes:						
Apprentice to Journeyworker Ratio:1:5						
LABORER: CARPENTER TENDER	06/01/2022	\$36.31	\$9.10	\$16.64	\$0.00	\$62.05
LABORERS - ZONE 2						
	12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
	12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER	06/01/2022	\$36.31	\$9.10	\$16.64	\$0.00	\$62.05
LABORERS - ZONE 2						
	12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
	12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.40	\$9.10	\$16.70	\$0.00	\$62.20
	12/01/2022	\$37.25	\$9.10	\$16.70	\$0.00	\$63.05
	06/01/2023	\$38.15	\$9.10	\$16.70	\$0.00	\$63.95
	12/01/2023	\$39.05	\$9.10	\$16.70	\$0.00	\$64.85
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.31	\$9.10	\$16.64	\$0.00	\$62.05
	12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
	12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.31	\$9.10	\$16.64	\$0.00	\$62.05
	12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
	12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	08/01/2022	\$45.29	\$11.49	\$20.37	\$0.00	\$77.15
	02/01/2023	\$46.25	\$11.49	\$20.37	\$0.00	\$78.11
	08/01/2023	\$47.89	\$11.49	\$20.37	\$0.00	\$79.75
	02/01/2024	\$48.89	\$11.49	\$20.37	\$0.00	\$80.75
	08/01/2024	\$50.57	\$11.49	\$20.37	\$0.00	\$82.43
	02/01/2025	\$51.61	\$11.49	\$20.37	\$0.00	\$83.47
	08/01/2025	\$53.33	\$11.49	\$20.37	\$0.00	\$85.19
	02/01/2026	\$54.41	\$11.49	\$20.37	\$0.00	\$86.27
	08/01/2026	\$56.17	\$11.49	\$20.37	\$0.00	\$88.03
	02/01/2027	\$57.29	\$11.49	\$20.37	\$0.00	\$89.15

Classification

**Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate**

Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.65	\$11.49	\$20.37	\$0.00	\$54.51
2	60	\$27.17	\$11.49	\$20.37	\$0.00	\$59.03
3	70	\$31.70	\$11.49	\$20.37	\$0.00	\$63.56
4	80	\$36.23	\$11.49	\$20.37	\$0.00	\$68.09
5	90	\$40.76	\$11.49	\$20.37	\$0.00	\$72.62

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.13	\$11.49	\$20.37	\$0.00	\$54.99
2	60	\$27.75	\$11.49	\$20.37	\$0.00	\$59.61
3	70	\$32.38	\$11.49	\$20.37	\$0.00	\$64.24
4	80	\$37.00	\$11.49	\$20.37	\$0.00	\$68.86
5	90	\$41.63	\$11.49	\$20.37	\$0.00	\$73.49

Notes:

Apprentice to Journeyworker Ratio:1:3

MARBLE MASONS,TILELAYERS & TERRAZZO MECH	08/01/2022	\$59.17	\$11.49	\$22.31	\$0.00	\$92.97
BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2023	\$60.37	\$11.49	\$22.31	\$0.00	\$94.17
	08/01/2023	\$62.42	\$11.49	\$22.31	\$0.00	\$96.22
	02/01/2024	\$63.67	\$11.49	\$22.31	\$0.00	\$97.47
	08/01/2024	\$65.77	\$11.49	\$22.31	\$0.00	\$99.57
	02/01/2025	\$67.07	\$11.49	\$22.31	\$0.00	\$100.87
	08/01/2025	\$69.22	\$11.49	\$22.31	\$0.00	\$103.02
	02/01/2026	\$70.57	\$11.49	\$22.31	\$0.00	\$104.37
	08/01/2026	\$72.77	\$11.49	\$22.31	\$0.00	\$106.57
	02/01/2027	\$74.17	\$11.49	\$22.31	\$0.00	\$107.97

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.59	\$11.49	\$22.31	\$0.00	\$63.39
2	60	\$35.50	\$11.49	\$22.31	\$0.00	\$69.30
3	70	\$41.42	\$11.49	\$22.31	\$0.00	\$75.22
4	80	\$47.34	\$11.49	\$22.31	\$0.00	\$81.14
5	90	\$53.25	\$11.49	\$22.31	\$0.00	\$87.05

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.19	\$11.49	\$22.31	\$0.00	\$63.99
2	60	\$36.22	\$11.49	\$22.31	\$0.00	\$70.02
3	70	\$42.26	\$11.49	\$22.31	\$0.00	\$76.06
4	80	\$48.30	\$11.49	\$22.31	\$0.00	\$82.10
5	90	\$54.33	\$11.49	\$22.31	\$0.00	\$88.13

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES)	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
OPERATING ENGINEERS LOCAL 4	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANICS MAINTENANCE	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
OPERATING ENGINEERS LOCAL 4	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 2)	01/03/2022	\$40.67	\$8.58	\$21.57	\$0.00	\$70.82
MILLWRIGHTS LOCAL 1121 - Zone 2	01/02/2023	\$41.92	\$8.58	\$21.57	\$0.00	\$72.07

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
Apprentice - MILLWRIGHT - Local 1121 Zone 2							
Effective Date - 01/03/2022							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	55	\$22.37	\$8.58	\$5.72	\$0.00	\$36.67	
2	65	\$26.44	\$8.58	\$17.93	\$0.00	\$52.95	
3	75	\$30.50	\$8.58	\$18.98	\$0.00	\$58.06	
4	85	\$34.57	\$8.58	\$20.01	\$0.00	\$63.16	
Effective Date - 01/02/2023							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	55	\$23.06	\$8.58	\$5.72	\$0.00	\$37.36	
2	65	\$27.25	\$8.58	\$17.93	\$0.00	\$53.76	
3	75	\$31.44	\$8.58	\$18.98	\$0.00	\$59.00	
4	85	\$35.63	\$8.58	\$20.01	\$0.00	\$64.22	
Notes: Step 1&2 Appr. indentured after 1/6/2020 receive no pension, but do receive annuity. (Step 1 \$5.72, Step 2 \$6.66) Steps are 2,000 hours							
Apprentice to Journeyworker Ratio:1:4							
MORTAR MIXER		06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
LABORERS - ZONE 2		12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
		06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
		12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"							
OILER (OTHER THAN TRUCK CRANES,GRADALLS)		06/01/2022	\$23.80	\$14.25	\$16.05	\$0.00	\$54.10
OPERATING ENGINEERS LOCAL 4		12/01/2022	\$24.37	\$14.25	\$16.05	\$0.00	\$54.67
		06/01/2023	\$24.94	\$14.25	\$16.05	\$0.00	\$55.24
		12/01/2023	\$25.51	\$14.25	\$16.05	\$0.00	\$55.81
		06/01/2024	\$26.11	\$14.25	\$16.05	\$0.00	\$56.41
		12/01/2024	\$26.77	\$14.25	\$16.05	\$0.00	\$57.07
		06/01/2025	\$27.37	\$14.25	\$16.05	\$0.00	\$57.67
		12/01/2025	\$28.03	\$14.25	\$16.05	\$0.00	\$58.33
		06/01/2026	\$28.62	\$14.25	\$16.05	\$0.00	\$58.92
		12/01/2026	\$29.29	\$14.25	\$16.05	\$0.00	\$59.59
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
OILER (TRUCK CRANES, GRADALLS)		06/01/2022	\$28.88	\$14.25	\$16.05	\$0.00	\$59.18
OPERATING ENGINEERS LOCAL 4		12/01/2022	\$29.57	\$14.25	\$16.05	\$0.00	\$59.87
		06/01/2023	\$30.27	\$14.25	\$16.05	\$0.00	\$60.57
		12/01/2023	\$30.96	\$14.25	\$16.05	\$0.00	\$61.26
		06/01/2024	\$31.68	\$14.25	\$16.05	\$0.00	\$61.98
		12/01/2024	\$32.48	\$14.25	\$16.05	\$0.00	\$62.78
		06/01/2025	\$33.20	\$14.25	\$16.05	\$0.00	\$63.50
		12/01/2025	\$34.00	\$14.25	\$16.05	\$0.00	\$64.30
		06/01/2026	\$34.72	\$14.25	\$16.05	\$0.00	\$65.02
		12/01/2026	\$35.52	\$14.25	\$16.05	\$0.00	\$65.82

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 2</i>	07/01/2022	\$54.86	\$8.65	\$23.05	\$0.00	\$86.56
	01/01/2023	\$56.06	\$8.65	\$23.05	\$0.00	\$87.76
	07/01/2023	\$57.26	\$8.65	\$23.05	\$0.00	\$88.96
	01/01/2024	\$58.46	\$8.65	\$23.05	\$0.00	\$90.16
	07/01/2024	\$59.66	\$8.65	\$23.05	\$0.00	\$91.36
	01/01/2025	\$60.86	\$8.65	\$23.05	\$0.00	\$92.56

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.43	\$8.65	\$0.00	\$0.00	\$36.08
2	55	\$30.17	\$8.65	\$6.27	\$0.00	\$45.09
3	60	\$32.92	\$8.65	\$6.84	\$0.00	\$48.41
4	65	\$35.66	\$8.65	\$7.41	\$0.00	\$51.72
5	70	\$38.40	\$8.65	\$19.63	\$0.00	\$66.68
6	75	\$41.15	\$8.65	\$20.20	\$0.00	\$70.00
7	80	\$43.89	\$8.65	\$20.77	\$0.00	\$73.31
8	90	\$49.37	\$8.65	\$21.91	\$0.00	\$79.93

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.03	\$8.65	\$0.00	\$0.00	\$36.68
2	55	\$30.83	\$8.65	\$6.27	\$0.00	\$45.75
3	60	\$33.64	\$8.65	\$6.84	\$0.00	\$49.13
4	65	\$36.44	\$8.65	\$7.41	\$0.00	\$52.50
5	70	\$39.24	\$8.65	\$19.63	\$0.00	\$67.52
6	75	\$42.05	\$8.65	\$20.20	\$0.00	\$70.90
7	80	\$44.85	\$8.65	\$20.77	\$0.00	\$74.27
8	90	\$50.45	\$8.65	\$21.91	\$0.00	\$81.01

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Painter (Spray or Sandblast, New) *	07/01/2022	\$45.76	\$8.65	\$23.05	\$0.00	\$77.46
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	01/01/2023	\$46.96	\$8.65	\$23.05	\$0.00	\$78.66
	07/01/2023	\$48.16	\$8.65	\$23.05	\$0.00	\$79.86
	01/01/2024	\$49.36	\$8.65	\$23.05	\$0.00	\$81.06
	07/01/2024	\$50.56	\$8.65	\$23.05	\$0.00	\$82.26
	01/01/2025	\$51.76	\$8.65	\$23.05	\$0.00	\$83.46

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.88	\$8.65	\$0.00	\$0.00	\$31.53
2	55	\$25.17	\$8.65	\$6.27	\$0.00	\$40.09
3	60	\$27.46	\$8.65	\$6.84	\$0.00	\$42.95
4	65	\$29.74	\$8.65	\$7.41	\$0.00	\$45.80
5	70	\$32.03	\$8.65	\$19.63	\$0.00	\$60.31
6	75	\$34.32	\$8.65	\$20.20	\$0.00	\$63.17
7	80	\$36.61	\$8.65	\$20.77	\$0.00	\$66.03
8	90	\$41.18	\$8.65	\$21.91	\$0.00	\$71.74

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.48	\$8.65	\$0.00	\$0.00	\$32.13
2	55	\$25.83	\$8.65	\$6.27	\$0.00	\$40.75
3	60	\$28.18	\$8.65	\$6.84	\$0.00	\$43.67
4	65	\$30.52	\$8.65	\$7.41	\$0.00	\$46.58
5	70	\$32.87	\$8.65	\$19.63	\$0.00	\$61.15
6	75	\$35.22	\$8.65	\$20.20	\$0.00	\$64.07
7	80	\$37.57	\$8.65	\$20.77	\$0.00	\$66.99
8	90	\$42.26	\$8.65	\$21.91	\$0.00	\$72.82

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Painter (Spray or Sandblast, Repaint)	07/01/2022	\$43.82	\$8.65	\$23.05	\$0.00	\$75.52
PAINTERS LOCAL 35 - ZONE 2	01/01/2023	\$45.02	\$8.65	\$23.05	\$0.00	\$76.72
	07/01/2023	\$46.22	\$8.65	\$23.05	\$0.00	\$77.92
	01/01/2024	\$47.42	\$8.65	\$23.05	\$0.00	\$79.12
	07/01/2024	\$48.62	\$8.65	\$23.05	\$0.00	\$80.32
	01/01/2025	\$49.82	\$8.65	\$23.05	\$0.00	\$81.52

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint**Effective Date - 07/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.91	\$8.65	\$0.00	\$0.00	\$30.56
2	55	\$24.10	\$8.65	\$6.27	\$0.00	\$39.02
3	60	\$26.29	\$8.65	\$6.84	\$0.00	\$41.78
4	65	\$28.48	\$8.65	\$7.41	\$0.00	\$44.54
5	70	\$30.67	\$8.65	\$19.63	\$0.00	\$58.95
6	75	\$32.87	\$8.65	\$20.20	\$0.00	\$61.72
7	80	\$35.06	\$8.65	\$20.77	\$0.00	\$64.48
8	90	\$39.44	\$8.65	\$21.91	\$0.00	\$70.00

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.51	\$8.65	\$0.00	\$0.00	\$31.16
2	55	\$24.76	\$8.65	\$6.27	\$0.00	\$39.68
3	60	\$27.01	\$8.65	\$6.84	\$0.00	\$42.50
4	65	\$29.26	\$8.65	\$7.41	\$0.00	\$45.32
5	70	\$31.51	\$8.65	\$19.63	\$0.00	\$59.79
6	75	\$33.77	\$8.65	\$20.20	\$0.00	\$62.62
7	80	\$36.02	\$8.65	\$20.77	\$0.00	\$65.44
8	90	\$40.52	\$8.65	\$21.91	\$0.00	\$71.08

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *

* If 30% or more of surfaces to be painted are new construction,
NEW paint rate shall be used. *PAINTERS LOCAL 35 - ZONE 2*

07/01/2022	\$44.36	\$8.65	\$23.05	\$0.00	\$76.06
01/01/2023	\$45.56	\$8.65	\$23.05	\$0.00	\$77.26
07/01/2023	\$46.76	\$8.65	\$23.05	\$0.00	\$78.46
01/01/2024	\$47.96	\$8.65	\$23.05	\$0.00	\$79.66
07/01/2024	\$49.16	\$8.65	\$23.05	\$0.00	\$80.86
01/01/2025	\$50.36	\$8.65	\$23.05	\$0.00	\$82.06

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW**Effective Date - 07/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.18	\$8.65	\$0.00	\$0.00	\$30.83
2	55	\$24.40	\$8.65	\$6.27	\$0.00	\$39.32
3	60	\$26.62	\$8.65	\$6.84	\$0.00	\$42.11
4	65	\$28.83	\$8.65	\$7.41	\$0.00	\$44.89
5	70	\$31.05	\$8.65	\$19.63	\$0.00	\$59.33
6	75	\$33.27	\$8.65	\$20.20	\$0.00	\$62.12
7	80	\$35.49	\$8.65	\$20.77	\$0.00	\$64.91
8	90	\$39.92	\$8.65	\$21.91	\$0.00	\$70.48

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.78	\$8.65	\$0.00	\$0.00	\$31.43
2	55	\$25.06	\$8.65	\$6.27	\$0.00	\$39.98
3	60	\$27.34	\$8.65	\$6.84	\$0.00	\$42.83
4	65	\$29.61	\$8.65	\$7.41	\$0.00	\$45.67
5	70	\$31.89	\$8.65	\$19.63	\$0.00	\$60.17
6	75	\$34.17	\$8.65	\$20.20	\$0.00	\$63.02
7	80	\$36.45	\$8.65	\$20.77	\$0.00	\$65.87
8	90	\$41.00	\$8.65	\$21.91	\$0.00	\$71.56

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)

PAINTERS LOCAL 35 - ZONE 2

07/01/2022	\$42.42	\$8.65	\$23.05	\$0.00	\$74.12
01/01/2023	\$43.62	\$8.65	\$23.05	\$0.00	\$75.32
07/01/2023	\$44.82	\$8.65	\$23.05	\$0.00	\$76.52
01/01/2024	\$46.02	\$8.65	\$23.05	\$0.00	\$77.72
07/01/2024	\$47.22	\$8.65	\$23.05	\$0.00	\$78.92
01/01/2025	\$48.42	\$8.65	\$23.05	\$0.00	\$80.12

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.21	\$8.65	\$0.00	\$0.00	\$29.86
2	55	\$23.33	\$8.65	\$6.27	\$0.00	\$38.25
3	60	\$25.45	\$8.65	\$6.84	\$0.00	\$40.94
4	65	\$27.57	\$8.65	\$7.41	\$0.00	\$43.63
5	70	\$29.69	\$8.65	\$19.63	\$0.00	\$57.97
6	75	\$31.82	\$8.65	\$20.20	\$0.00	\$60.67
7	80	\$33.94	\$8.65	\$20.77	\$0.00	\$63.36
8	90	\$38.18	\$8.65	\$21.91	\$0.00	\$68.74

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.81	\$8.65	\$0.00	\$0.00	\$30.46
2	55	\$23.99	\$8.65	\$6.27	\$0.00	\$38.91
3	60	\$26.17	\$8.65	\$6.84	\$0.00	\$41.66
4	65	\$28.35	\$8.65	\$7.41	\$0.00	\$44.41
5	70	\$30.53	\$8.65	\$19.63	\$0.00	\$58.81
6	75	\$32.72	\$8.65	\$20.20	\$0.00	\$61.57
7	80	\$34.90	\$8.65	\$20.77	\$0.00	\$64.32
8	90	\$39.26	\$8.65	\$21.91	\$0.00	\$69.82

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2021	\$35.41	\$9.10	\$16.64	\$0.00	\$61.15
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$35.78	\$13.41	\$16.01	\$0.00	\$65.20
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
PILE DRIVER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59

Apprentice - PILE DRIVER - Local 56 Zone 1

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.54	\$9.40	\$23.12	\$0.00	\$57.06
2	60	\$29.44	\$9.40	\$23.12	\$0.00	\$61.96
3	70	\$34.35	\$9.40	\$23.12	\$0.00	\$66.87
4	75	\$36.80	\$9.40	\$23.12	\$0.00	\$69.32
5	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78
6	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78
7	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68
8	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$34.01/ 3&4 \$41.46/ 5&6 \$62.80/ 7&8 \$69.25

Apprentice to Journeyworker Ratio:1:5

PIPELAYER	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
LABORERS - ZONE 2	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95

For apprentice rates see "Apprentice- LABORER"

PIPELAYER (HEAVY & HIGHWAY)	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
LABORERS - ZONE 2 (HEAVY & HIGHWAY)						

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

PLUMBER & PIPEFITTER	08/30/2021	\$46.49	\$10.15	\$19.95	\$0.00	\$76.59
PLUMBERS & PIPEFITTERS LOCAL 51						

Apprentice - PLUMBER/PIPEFITTER - Local 51

Effective Date - 08/30/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.60	\$10.15	\$2.50	\$0.00	\$31.25
2	50	\$23.25	\$10.15	\$2.50	\$0.00	\$35.90
3	60	\$27.89	\$10.15	\$8.80	\$0.00	\$46.84
4	70	\$32.54	\$10.15	\$14.08	\$0.00	\$56.77
5	80	\$37.19	\$10.15	\$17.60	\$0.00	\$64.94

Notes:

Steps 2000hrs. Prior 9/1/05; 40/40/45/50/55/60/65/75/80/85

Apprentice to Journeyworker Ratio:1:3

PNEUMATIC CONTROLS (TEMP.)	08/30/2021	\$46.49	\$10.15	\$19.95	\$0.00	\$76.59
PLUMBERS & PIPEFITTERS LOCAL 51						

For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PNEUMATIC DRILL/TOOL OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
POWDERMAN & BLASTER <i>LABORERS - ZONE 2</i>	06/01/2022	\$37.31	\$9.10	\$16.64	\$0.00	\$63.05
	12/01/2022	\$38.16	\$9.10	\$16.64	\$0.00	\$63.90
	06/01/2023	\$39.06	\$9.10	\$16.64	\$0.00	\$64.80
	12/01/2023	\$39.96	\$9.10	\$16.64	\$0.00	\$65.70
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$36.41	\$9.10	\$16.64	\$0.00	\$62.15
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$34.26	\$14.25	\$16.05	\$0.00	\$64.56
	12/01/2022	\$35.08	\$14.25	\$16.05	\$0.00	\$65.38
	06/01/2023	\$35.90	\$14.25	\$16.05	\$0.00	\$66.20
	12/01/2023	\$36.72	\$14.25	\$16.05	\$0.00	\$67.02
	06/01/2024	\$37.57	\$14.25	\$16.05	\$0.00	\$67.87
	12/01/2024	\$38.52	\$14.25	\$16.05	\$0.00	\$68.82
	06/01/2025	\$39.37	\$14.25	\$16.05	\$0.00	\$69.67
	12/01/2025	\$40.32	\$14.25	\$16.05	\$0.00	\$70.62
	06/01/2026	\$41.18	\$14.25	\$16.05	\$0.00	\$71.48
	12/01/2026	\$42.13	\$14.25	\$16.05	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS 653 - Southeastern Concrete (Weymouth)</i>	08/01/2022	\$24.50	\$13.41	\$6.90	\$0.00	\$44.81
	05/01/2023	\$25.00	\$13.41	\$6.90	\$0.00	\$45.31
	08/01/2023	\$25.00	\$13.91	\$6.90	\$0.00	\$45.81
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofing Waterproofing &Roofing Dampproofg) <i>ROOFERS LOCAL 33</i>	02/01/2022	\$47.03	\$12.28	\$19.45	\$0.00	\$78.76

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - ROOFER - Local 33

Effective Date - 02/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.52	\$12.28	\$5.21	\$0.00	\$41.01
2	60	\$28.22	\$12.28	\$19.45	\$0.00	\$59.95
3	65	\$30.57	\$12.28	\$19.45	\$0.00	\$62.30
4	75	\$35.27	\$12.28	\$19.45	\$0.00	\$67.00
5	85	\$39.98	\$12.28	\$19.45	\$0.00	\$71.71

Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1
Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.
(Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER)

Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 33	02/01/2022	\$47.28	\$12.28	\$19.45	\$0.00	\$79.01
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For apprentice rates see "Apprentice- ROOFER"

SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 17 - A	02/01/2022	\$53.70	\$13.80	\$25.60	\$2.79	\$95.89
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Apprentice - SHEET METAL WORKER - Local 17-A

Effective Date - 02/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$22.55	\$13.80	\$6.01	\$0.00	\$42.36
2	42	\$22.55	\$13.80	\$6.01	\$0.00	\$42.36
3	47	\$25.24	\$13.80	\$11.26	\$1.51	\$51.81
4	47	\$25.24	\$13.80	\$11.26	\$1.51	\$51.81
5	52	\$27.92	\$13.80	\$12.23	\$1.62	\$55.57
6	52	\$27.92	\$13.80	\$12.48	\$1.63	\$55.83
7	60	\$32.22	\$13.80	\$13.87	\$1.80	\$61.69
8	65	\$34.91	\$13.80	\$14.84	\$1.91	\$65.46
9	75	\$40.28	\$13.80	\$16.77	\$2.13	\$72.98
10	85	\$45.65	\$13.80	\$18.20	\$2.33	\$79.98

Notes:
Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
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SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPRINKLER FITTER	10/01/2022	\$65.56	\$15.50	\$22.10	\$0.00	\$103.16
SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1	03/01/2023	\$67.26	\$15.50	\$22.10	\$0.00	\$104.86
	10/01/2023	\$69.01	\$15.50	\$22.10	\$0.00	\$106.61
	03/01/2024	\$70.81	\$15.50	\$22.10	\$0.00	\$108.41
	10/01/2024	\$72.61	\$15.50	\$22.10	\$0.00	\$110.21
	03/01/2025	\$74.41	\$15.50	\$22.10	\$0.00	\$112.01

Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1

Effective Date - 10/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$22.95	\$15.50	\$9.60	\$0.00	\$48.05
2	40	\$26.22	\$15.50	\$9.60	\$0.00	\$51.32
3	45	\$29.50	\$15.50	\$9.60	\$0.00	\$54.60
4	50	\$32.78	\$15.50	\$9.60	\$0.00	\$57.88
5	55	\$36.06	\$15.50	\$9.60	\$0.00	\$61.16
6	60	\$39.34	\$15.50	\$11.10	\$0.00	\$65.94
7	65	\$42.61	\$15.50	\$11.10	\$0.00	\$69.21
8	70	\$45.89	\$15.50	\$11.10	\$0.00	\$72.49
9	75	\$49.17	\$15.50	\$11.10	\$0.00	\$75.77
10	80	\$52.45	\$15.50	\$11.10	\$0.00	\$79.05

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$23.54	\$15.50	\$9.60	\$0.00	\$48.64
2	40	\$26.90	\$15.50	\$9.60	\$0.00	\$52.00
3	45	\$30.27	\$15.50	\$9.60	\$0.00	\$55.37
4	50	\$33.63	\$15.50	\$9.60	\$0.00	\$58.73
5	55	\$36.99	\$15.50	\$9.60	\$0.00	\$62.09
6	60	\$40.36	\$15.50	\$11.10	\$0.00	\$66.96
7	65	\$43.72	\$15.50	\$11.10	\$0.00	\$70.32
8	70	\$47.08	\$15.50	\$11.10	\$0.00	\$73.68
9	75	\$50.45	\$15.50	\$11.10	\$0.00	\$77.05
10	80	\$53.81	\$15.50	\$11.10	\$0.00	\$80.41

Notes: Apprentice entered prior 9/30/10:
40/45/50/55/60/65/70/75/80/85
Steps are 850 hours

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
STEAM BOILER OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 223</i>	09/01/2022	\$38.16	\$11.25	\$13.31	\$0.00	\$62.72
	09/01/2023	\$39.40	\$11.50	\$13.91	\$0.00	\$64.81
	09/01/2024	\$40.69	\$11.75	\$14.53	\$0.00	\$66.97

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 223

Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Notes: See Electrician Apprentice Wages

Telecom Apprentice Wages shall be the same as the Electrician Apprentice Wages

Apprentice to Journeyworker Ratio:2:3***

TERRAZZO FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	08/01/2022	\$58.09	\$11.49	\$22.34	\$0.00	\$91.92
	02/01/2023	\$59.29	\$11.49	\$22.34	\$0.00	\$93.12
	08/01/2023	\$61.34	\$11.49	\$22.34	\$0.00	\$95.17
	02/01/2024	\$62.59	\$11.49	\$22.34	\$0.00	\$96.42
	08/01/2024	\$64.69	\$11.49	\$22.34	\$0.00	\$98.52
	02/01/2025	\$65.99	\$11.49	\$22.34	\$0.00	\$99.82
	08/01/2025	\$68.14	\$11.49	\$22.34	\$0.00	\$101.97
	02/01/2026	\$69.49	\$11.49	\$22.34	\$0.00	\$103.32
	08/01/2026	\$71.69	\$11.49	\$22.34	\$0.00	\$105.52
	02/01/2027	\$73.09	\$11.49	\$22.34	\$0.00	\$106.92

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.05	\$11.49	\$22.34	\$0.00	\$62.88
2	60	\$34.85	\$11.49	\$22.34	\$0.00	\$68.68
3	70	\$40.66	\$11.49	\$22.34	\$0.00	\$74.49
4	80	\$46.47	\$11.49	\$22.34	\$0.00	\$80.30
5	90	\$52.28	\$11.49	\$22.34	\$0.00	\$86.11

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.65	\$11.49	\$22.34	\$0.00	\$63.48
2	60	\$35.57	\$11.49	\$22.34	\$0.00	\$69.40
3	70	\$41.50	\$11.49	\$22.34	\$0.00	\$75.33
4	80	\$47.43	\$11.49	\$22.34	\$0.00	\$81.26
5	90	\$53.36	\$11.49	\$22.34	\$0.00	\$87.19

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$42.58	\$9.10	\$17.72	\$0.00	\$69.40
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.30	\$9.10	\$17.72	\$0.00	\$68.12
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2021	\$53.41	\$9.10	\$18.17	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i> For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$55.41	\$9.10	\$18.17	\$0.00	\$82.68
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i> For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$45.48	\$9.10	\$18.17	\$0.00	\$72.75
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i> For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$47.48	\$9.10	\$18.17	\$0.00	\$74.75
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
WAGON DRILL OPERATOR <i>LABORERS - ZONE 2</i> For apprentice rates see "Apprentice- LABORER"	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i> For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> For apprentice rates see "Apprentice- OPERATING ENGINEERS"	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
WATER METER INSTALLER <i>PLUMBERS & PIPEFITTERS LOCAL 51</i> For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"	08/30/2021	\$46.49	\$10.15	\$19.95	\$0.00	\$76.59

Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

** Multiple ratios are listed in the comment field.

*** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

**** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.



CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF LABOR STANDARDS

Prevailing Wage Rates

**As determined by the Director under the provisions of the
Massachusetts General Laws, Chapter 149, Sections 26 to 27H**

ROSALIN ACOSTA
Secretary

MICHAEL FLANAGAN
Director

Awarding Authority: MBTA
Contract Number: R90CN02 **City/Town:** CAMBRIDGE
Description of Work: Work consists of replacing existing and installing new concrete sidewalk, pavement, and pedestrian ramps systemwide, on an as-needed basis.
Job Location: Various

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- **The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor.** For multi-year CM AT RISK projects, the awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. The annual update requirement is not applicable to 27F "rental of equipment" contracts. **The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.**
- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or a sub-contractor.
- Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.**
- Every contractor or subcontractor working on the construction project must submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. For a sample payroll reporting form go to <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Contractors must obtain the wage schedules from awarding authorities. Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2021	\$37.05	\$13.41	\$16.01	\$0.00	\$66.47
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2021	\$37.12	\$13.41	\$16.01	\$0.00	\$66.54
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2021	\$37.24	\$13.41	\$16.01	\$0.00	\$66.66
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.93	\$9.10	\$17.57	\$0.00	\$69.60
	12/01/2022	\$43.93	\$9.10	\$17.57	\$0.00	\$70.60
	06/01/2023	\$44.93	\$9.10	\$17.57	\$0.00	\$71.60
	12/01/2023	\$46.18	\$9.10	\$17.57	\$0.00	\$72.85
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2021	\$41.93	\$9.10	\$17.57	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	12/01/2020	\$38.10	\$12.80	\$9.45	\$0.00	\$60.35
ASPHALT RAKER <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
	12/01/2023	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2021	\$41.43	\$9.10	\$17.57	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
	12/01/2023	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.93	\$9.10	\$17.57	\$0.00	\$69.60
	12/01/2022	\$43.93	\$9.10	\$17.57	\$0.00	\$70.60
	06/01/2023	\$44.93	\$9.10	\$17.57	\$0.00	\$71.60
	12/01/2023	\$46.18	\$9.10	\$17.57	\$0.00	\$72.85
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2021	\$41.93	\$9.10	\$17.57	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
2	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
3	70	\$32.27	\$7.07	\$12.59	\$0.00	\$51.93
4	75	\$34.58	\$7.07	\$13.49	\$0.00	\$55.14
5	80	\$36.88	\$7.07	\$14.38	\$0.00	\$58.33
6	85	\$39.19	\$7.07	\$15.29	\$0.00	\$61.55
7	90	\$41.49	\$7.07	\$16.18	\$0.00	\$64.74
8	95	\$43.80	\$7.07	\$17.09	\$0.00	\$67.96

Notes:

Apprentice to Journeyworker Ratio:1:4

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (BOSTON)</i>	08/01/2022	\$59.15	\$11.49	\$22.34	\$0.00	\$92.98
	02/01/2023	\$60.35	\$11.49	\$22.34	\$0.00	\$94.18
	08/01/2023	\$62.40	\$11.49	\$22.34	\$0.00	\$96.23
	02/01/2024	\$63.65	\$11.49	\$22.34	\$0.00	\$97.48
	08/01/2024	\$65.75	\$11.49	\$22.34	\$0.00	\$99.58
	02/01/2025	\$67.05	\$11.49	\$22.34	\$0.00	\$100.88
	08/01/2025	\$69.20	\$11.49	\$22.34	\$0.00	\$103.03
	02/01/2026	\$70.55	\$11.49	\$22.34	\$0.00	\$104.38
	08/01/2026	\$72.75	\$11.49	\$22.34	\$0.00	\$106.58
	02/01/2027	\$74.15	\$11.49	\$22.34	\$0.00	\$107.98

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Boston

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.58	\$11.49	\$22.34	\$0.00	\$63.41
2	60	\$35.49	\$11.49	\$22.34	\$0.00	\$69.32
3	70	\$41.41	\$11.49	\$22.34	\$0.00	\$75.24
4	80	\$47.32	\$11.49	\$22.34	\$0.00	\$81.15
5	90	\$53.24	\$11.49	\$22.34	\$0.00	\$87.07

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.18	\$11.49	\$22.34	\$0.00	\$64.01
2	60	\$36.21	\$11.49	\$22.34	\$0.00	\$70.04
3	70	\$42.25	\$11.49	\$22.34	\$0.00	\$76.08
4	80	\$48.28	\$11.49	\$22.34	\$0.00	\$82.11
5	90	\$54.32	\$11.49	\$22.34	\$0.00	\$88.15

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$42.33	\$9.10	\$17.72	\$0.00	\$69.15
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For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
	12/01/2023	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS -ZONE 1 (Metro Boston)</i>	09/01/2022	\$54.77	\$8.68	\$19.97	\$0.00	\$83.42
	03/01/2023	\$55.62	\$8.68	\$19.97	\$0.00	\$84.27

Apprentice - CARPENTER - Zone 1 Metro Boston

Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.39	\$8.68	\$1.73	\$0.00	\$37.80
2	60	\$32.86	\$8.68	\$1.73	\$0.00	\$43.27
3	70	\$38.34	\$8.68	\$14.78	\$0.00	\$61.80
4	75	\$41.08	\$8.68	\$14.78	\$0.00	\$64.54
5	80	\$43.82	\$8.68	\$16.51	\$0.00	\$69.01
6	80	\$43.82	\$8.68	\$16.51	\$0.00	\$69.01
7	90	\$49.29	\$8.68	\$18.24	\$0.00	\$76.21
8	90	\$49.29	\$8.68	\$18.24	\$0.00	\$76.21

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.81	\$8.68	\$1.73	\$0.00	\$38.22
2	60	\$33.37	\$8.68	\$1.73	\$0.00	\$43.78
3	70	\$38.93	\$8.68	\$14.78	\$0.00	\$62.39
4	75	\$41.72	\$8.68	\$14.78	\$0.00	\$65.18
5	80	\$44.50	\$8.68	\$16.51	\$0.00	\$69.69
6	80	\$44.50	\$8.68	\$16.51	\$0.00	\$69.69
7	90	\$50.06	\$8.68	\$18.24	\$0.00	\$76.98
8	90	\$50.06	\$8.68	\$18.24	\$0.00	\$76.98

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$35.44/ 3&4 \$54.04/ 5&6 \$64.12/ 7&8 \$71.42

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME <i>CARPENTERS -ZONE 1 (Wood Frame)</i>	10/01/2022	\$35.14	\$7.21	\$8.80	\$0.00	\$51.15
	04/01/2023	\$35.79	\$7.21	\$8.80	\$0.00	\$51.80
All Aspects of New Wood Frame Work						

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - CARPENTER (Wood Frame) - Zone 1
Effective Date - 10/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.57	\$7.21	\$0.00	\$0.00	\$24.78
2	50	\$17.57	\$7.21	\$0.00	\$0.00	\$24.78
3	55	\$19.33	\$7.21	\$2.00	\$0.00	\$28.54
4	55	\$19.33	\$7.21	\$2.00	\$0.00	\$28.54
5	70	\$24.60	\$7.21	\$6.80	\$0.00	\$38.61
6	70	\$24.60	\$7.21	\$6.80	\$0.00	\$38.61
7	80	\$28.11	\$7.21	\$7.80	\$0.00	\$43.12
8	80	\$28.11	\$7.21	\$7.80	\$0.00	\$43.12

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$22.75/ 3&4 \$28.21/ 5&6 \$38.19/ 7&8 \$42.64

Apprentice to Journeyworker Ratio:1:5
CEMENT MASONRY/PLASTERING

01/01/2020

\$49.07

\$12.75

\$22.41

\$0.62

\$84.85

BRICKLAYERS LOCAL 3 (BOSTON)
Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (Boston)
Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.54	\$12.75	\$15.41	\$0.00	\$52.70
2	60	\$29.44	\$12.75	\$17.41	\$0.62	\$60.22
3	65	\$31.90	\$12.75	\$18.41	\$0.62	\$63.68
4	70	\$34.35	\$12.75	\$19.41	\$0.62	\$67.13
5	75	\$36.80	\$12.75	\$20.41	\$0.62	\$70.58
6	80	\$39.26	\$12.75	\$21.41	\$0.62	\$74.04
7	90	\$44.16	\$12.75	\$22.41	\$0.62	\$79.94

Notes:

Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

Apprentice to Journeyworker Ratio:1:3
CHAIN SAW OPERATOR

06/01/2022

\$42.43

\$9.10

\$17.57

\$0.00

\$69.10

LABORERS - ZONE 1

12/01/2022

\$43.43

\$9.10

\$17.57

\$0.00

\$70.10

06/01/2023

\$44.43

\$9.10

\$17.57

\$0.00

\$71.10

12/01/2023

\$45.68

\$9.10

\$17.57

\$0.00

\$72.35

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$53.40	\$14.25	\$16.05	\$0.00	\$83.70
	12/01/2022	\$54.68	\$14.25	\$16.05	\$0.00	\$84.98
	06/01/2023	\$55.95	\$14.25	\$16.05	\$0.00	\$86.25
	12/01/2023	\$57.23	\$14.25	\$16.05	\$0.00	\$87.53
	06/01/2024	\$58.55	\$14.25	\$16.05	\$0.00	\$88.85
	12/01/2024	\$60.03	\$14.25	\$16.05	\$0.00	\$90.33
	06/01/2025	\$61.36	\$14.25	\$16.05	\$0.00	\$91.66
	12/01/2025	\$62.83	\$14.25	\$16.05	\$0.00	\$93.13
	06/01/2026	\$64.16	\$14.25	\$16.05	\$0.00	\$94.46
	12/01/2026	\$65.64	\$14.25	\$16.05	\$0.00	\$95.94
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$34.26	\$14.25	\$16.05	\$0.00	\$64.56
	12/01/2022	\$35.08	\$14.25	\$16.05	\$0.00	\$65.38
	06/01/2023	\$35.90	\$14.25	\$16.05	\$0.00	\$66.20
	12/01/2023	\$36.72	\$14.25	\$16.05	\$0.00	\$67.02
	06/01/2024	\$37.57	\$14.25	\$16.05	\$0.00	\$67.87
	12/01/2024	\$38.52	\$14.25	\$16.05	\$0.00	\$68.82
	06/01/2025	\$39.37	\$14.25	\$16.05	\$0.00	\$69.67
	12/01/2025	\$40.32	\$14.25	\$16.05	\$0.00	\$70.62
	06/01/2026	\$41.18	\$14.25	\$16.05	\$0.00	\$71.48
	12/01/2026	\$42.13	\$14.25	\$16.05	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 1</i>	07/01/2022	\$54.86	\$8.65	\$23.05	\$0.00	\$86.56
	01/01/2023	\$56.06	\$8.65	\$23.05	\$0.00	\$87.76
	07/01/2023	\$57.26	\$8.65	\$23.05	\$0.00	\$88.96
	01/01/2024	\$58.46	\$8.65	\$23.05	\$0.00	\$90.16
	07/01/2024	\$59.66	\$8.65	\$23.05	\$0.00	\$91.36
	01/01/2025	\$60.86	\$8.65	\$23.05	\$0.00	\$92.56

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.43	\$8.65	\$0.00	\$0.00	\$36.08
2	55	\$30.17	\$8.65	\$6.27	\$0.00	\$45.09
3	60	\$32.92	\$8.65	\$6.84	\$0.00	\$48.41
4	65	\$35.66	\$8.65	\$7.41	\$0.00	\$51.72
5	70	\$38.40	\$8.65	\$19.63	\$0.00	\$66.68
6	75	\$41.15	\$8.65	\$20.20	\$0.00	\$70.00
7	80	\$43.89	\$8.65	\$20.77	\$0.00	\$73.31
8	90	\$49.37	\$8.65	\$21.91	\$0.00	\$79.93

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.03	\$8.65	\$0.00	\$0.00	\$36.68
2	55	\$30.83	\$8.65	\$6.27	\$0.00	\$45.75
3	60	\$33.64	\$8.65	\$6.84	\$0.00	\$49.13
4	65	\$36.44	\$8.65	\$7.41	\$0.00	\$52.50
5	70	\$39.24	\$8.65	\$19.63	\$0.00	\$67.52
6	75	\$42.05	\$8.65	\$20.20	\$0.00	\$70.90
7	80	\$44.85	\$8.65	\$20.77	\$0.00	\$74.27
8	90	\$50.45	\$8.65	\$21.91	\$0.00	\$81.01

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN	06/01/2022	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
LABORERS - ZONE 1	12/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	12/01/2023	\$45.58	\$9.10	\$17.57	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR	06/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
LABORERS - ZONE 1	12/01/2022	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	06/01/2023	\$45.33	\$9.10	\$17.57	\$0.00	\$72.00
	12/01/2023	\$46.58	\$9.10	\$17.57	\$0.00	\$73.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS	06/01/2022	\$43.08	\$9.10	\$17.57	\$0.00	\$69.75
LABORERS - ZONE 1	12/01/2022	\$44.08	\$9.10	\$17.57	\$0.00	\$70.75
	06/01/2023	\$45.08	\$9.10	\$17.57	\$0.00	\$71.75
	12/01/2023	\$46.33	\$9.10	\$17.57	\$0.00	\$73.00
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 1</i>	06/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	12/01/2022	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	06/01/2023	\$45.33	\$9.10	\$17.57	\$0.00	\$72.00
	12/01/2023	\$46.58	\$9.10	\$17.57	\$0.00	\$73.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2022	\$43.08	\$9.10	\$17.57	\$0.00	\$69.75
	12/01/2022	\$44.08	\$9.10	\$17.57	\$0.00	\$70.75
	06/01/2023	\$45.08	\$9.10	\$17.57	\$0.00	\$71.75
	12/01/2023	\$46.33	\$9.10	\$17.57	\$0.00	\$73.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
	12/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	12/01/2023	\$45.58	\$9.10	\$17.57	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) <i>DRAWBRIDGE - SEIU LOCAL 888</i>	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN <i>ELECTRICIANS LOCAL 103</i>	09/01/2022	\$58.76	\$13.00	\$20.86	\$0.00	\$92.62
	03/01/2023	\$60.43	\$13.00	\$20.91	\$0.00	\$94.34

Classification

**Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate**

Apprentice - *ELECTRICIAN - Local 103*

Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$23.50	\$13.00	\$0.71	\$0.00	\$37.21
2	40	\$23.50	\$13.00	\$0.71	\$0.00	\$37.21
3	45	\$26.44	\$13.00	\$15.64	\$0.00	\$55.08
4	45	\$26.44	\$13.00	\$15.64	\$0.00	\$55.08
5	50	\$29.38	\$13.00	\$16.12	\$0.00	\$58.50
6	55	\$32.32	\$13.00	\$16.60	\$0.00	\$61.92
7	60	\$35.26	\$13.00	\$17.07	\$0.00	\$65.33
8	65	\$38.19	\$13.00	\$17.55	\$0.00	\$68.74
9	70	\$41.13	\$13.00	\$18.01	\$0.00	\$72.14
10	75	\$44.07	\$13.00	\$18.49	\$0.00	\$75.56

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$24.17	\$13.00	\$0.73	\$0.00	\$37.90
2	40	\$24.17	\$13.00	\$0.73	\$0.00	\$37.90
3	45	\$27.19	\$13.00	\$15.67	\$0.00	\$55.86
4	45	\$27.19	\$13.00	\$15.67	\$0.00	\$55.86
5	50	\$30.22	\$13.00	\$16.15	\$0.00	\$59.37
6	55	\$33.24	\$13.00	\$16.63	\$0.00	\$62.87
7	60	\$36.26	\$13.00	\$17.10	\$0.00	\$66.36
8	65	\$39.28	\$13.00	\$17.58	\$0.00	\$69.86
9	70	\$42.30	\$13.00	\$18.05	\$0.00	\$73.35
10	75	\$45.32	\$13.00	\$18.53	\$0.00	\$76.85

Notes: :

App Prior 1/1/03; 30/35/40/45/50/55/65/70/75/80

Apprentice to Journeyworker Ratio:2:3***

ELEVATOR CONSTRUCTOR	01/01/2022	\$65.62	\$16.03	\$20.21	\$0.00	\$101.86
ELEVATOR CONSTRUCTORS LOCAL 4						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - ELEVATOR CONSTRUCTOR - Local 4						
Effective Date - 01/01/2022						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$32.81	\$16.03	\$0.00	\$0.00	\$48.84
2	55	\$36.09	\$16.03	\$20.21	\$0.00	\$72.33
3	65	\$42.65	\$16.03	\$20.21	\$0.00	\$78.89
4	70	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17
5	80	\$52.50	\$16.03	\$20.21	\$0.00	\$88.74
Notes: Steps 1-2 are 6 mos.; Steps 3-5 are 1 year						
Apprentice to Journeyworker Ratio:1:1						
ELEVATOR CONSTRUCTOR HELPER <i>ELEVATOR CONSTRUCTORS LOCAL 4</i>	01/01/2022	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2021	\$41.43	\$9.10	\$17.57	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2022	\$47.18	\$14.00	\$16.05	\$0.00	\$77.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2022	\$48.72	\$14.00	\$16.05	\$0.00	\$78.77
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2022	\$23.33	\$14.00	\$16.05	\$0.00	\$53.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 103</i>	09/01/2022	\$58.76	\$13.00	\$20.86	\$0.00	\$92.62
	03/01/2023	\$60.43	\$13.00	\$20.91	\$0.00	\$94.34
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE <i>LOCAL 103</i> <i>/ COMMISSIONINGELECTRICIANS</i>	09/01/2022	\$46.42	\$13.00	\$18.87	\$0.00	\$78.29
	03/01/2023	\$48.34	\$13.00	\$19.01	\$0.00	\$80.35
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$42.53	\$14.25	\$16.05	\$0.00	\$72.83
	12/01/2022	\$43.54	\$14.25	\$16.05	\$0.00	\$73.84
	06/01/2023	\$44.56	\$14.25	\$16.05	\$0.00	\$74.86
	12/01/2023	\$45.57	\$14.25	\$16.05	\$0.00	\$75.87
	06/01/2024	\$46.63	\$14.25	\$16.05	\$0.00	\$76.93
	12/01/2024	\$47.81	\$14.25	\$16.05	\$0.00	\$78.11
	06/01/2025	\$48.87	\$14.25	\$16.05	\$0.00	\$79.17
	12/01/2025	\$50.04	\$14.25	\$16.05	\$0.00	\$80.34
	06/01/2026	\$51.10	\$14.25	\$16.05	\$0.00	\$81.40
	12/01/2026	\$52.28	\$14.25	\$16.05	\$0.00	\$82.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2021	\$24.50	\$9.10	\$17.57	\$0.00	\$51.17

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE I	03/01/2022	\$49.93	\$8.68	\$20.27	\$0.00	\$78.88
Apprentice - FLOORCOVERER - Local 2168 Zone I Effective Date - 03/01/2022						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.97	\$8.68	\$1.79	\$0.00	\$35.44
2	55	\$27.46	\$8.68	\$1.79	\$0.00	\$37.93
3	60	\$29.96	\$8.68	\$14.90	\$0.00	\$53.54
4	65	\$32.45	\$8.68	\$14.90	\$0.00	\$56.03
5	70	\$34.95	\$8.68	\$16.69	\$0.00	\$60.32
6	75	\$37.45	\$8.68	\$16.69	\$0.00	\$62.82
7	80	\$39.94	\$8.68	\$18.48	\$0.00	\$67.10
8	85	\$42.44	\$8.68	\$18.48	\$0.00	\$69.60
<div> Notes: Steps are 750 hrs. % After 10/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps) Step 1&2 \$32.94/ 3&4 \$39.66/ 5&6 \$60.32/ 7&8 \$67.10 </div>						
Apprentice to Journeyworker Ratio:1:1						
FORK LIFT/CHERRY PICKER OPERATING ENGINEERS LOCAL 4						
	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS OPERATING ENGINEERS LOCAL 4						
	06/01/2022	\$34.26	\$14.25	\$16.05	\$0.00	\$64.56
	12/01/2022	\$35.08	\$14.25	\$16.05	\$0.00	\$65.38
	06/01/2023	\$35.90	\$14.25	\$16.05	\$0.00	\$66.20
	12/01/2023	\$36.72	\$14.25	\$16.05	\$0.00	\$67.02
	06/01/2024	\$37.57	\$14.25	\$16.05	\$0.00	\$67.87
	12/01/2024	\$38.52	\$14.25	\$16.05	\$0.00	\$68.82
	06/01/2025	\$39.37	\$14.25	\$16.05	\$0.00	\$69.67
	12/01/2025	\$40.32	\$14.25	\$16.05	\$0.00	\$70.62
	06/01/2026	\$41.18	\$14.25	\$16.05	\$0.00	\$71.48
	12/01/2026	\$42.13	\$14.25	\$16.05	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 35 (ZONE 1)</i>	07/01/2022	\$50.15	\$8.65	\$23.05	\$0.00	\$81.85
	01/01/2023	\$51.35	\$8.65	\$23.05	\$0.00	\$83.05
	07/01/2023	\$52.55	\$8.65	\$23.05	\$0.00	\$84.25
	01/01/2024	\$53.75	\$8.65	\$23.05	\$0.00	\$85.45
	07/01/2024	\$54.95	\$8.65	\$23.05	\$0.00	\$86.65
	01/01/2025	\$56.15	\$8.65	\$23.05	\$0.00	\$87.85

Apprentice - GLAZIER - Local 35 Zone 1

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.08	\$8.65	\$0.00	\$0.00	\$33.73
2	55	\$27.58	\$8.65	\$6.27	\$0.00	\$42.50
3	60	\$30.09	\$8.65	\$6.84	\$0.00	\$45.58
4	65	\$32.60	\$8.65	\$7.41	\$0.00	\$48.66
5	70	\$35.11	\$8.65	\$19.63	\$0.00	\$63.39
6	75	\$37.61	\$8.65	\$20.20	\$0.00	\$66.46
7	80	\$40.12	\$8.65	\$20.77	\$0.00	\$69.54
8	90	\$45.14	\$8.65	\$21.91	\$0.00	\$75.70

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.68	\$8.65	\$0.00	\$0.00	\$34.33
2	55	\$28.24	\$8.65	\$6.27	\$0.00	\$43.16
3	60	\$30.81	\$8.65	\$6.84	\$0.00	\$46.30
4	65	\$33.38	\$8.65	\$7.41	\$0.00	\$49.44
5	70	\$35.95	\$8.65	\$19.63	\$0.00	\$64.23
6	75	\$38.51	\$8.65	\$20.20	\$0.00	\$67.36
7	80	\$41.08	\$8.65	\$20.77	\$0.00	\$70.50
8	90	\$46.22	\$8.65	\$21.91	\$0.00	\$76.78

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

HOISTING ENGINEER/CRANES/GRADALLS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 06/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$28.81	\$14.00	\$0.00	\$0.00	\$42.81
2	60	\$31.43	\$14.00	\$16.05	\$0.00	\$61.48
3	65	\$34.05	\$14.00	\$16.05	\$0.00	\$64.10
4	70	\$36.67	\$14.00	\$16.05	\$0.00	\$66.72
5	75	\$39.29	\$14.00	\$16.05	\$0.00	\$69.34
6	80	\$41.90	\$14.00	\$16.05	\$0.00	\$71.95
7	85	\$44.52	\$14.00	\$16.05	\$0.00	\$74.57
8	90	\$47.14	\$14.00	\$16.05	\$0.00	\$77.19

Effective Date - 12/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$29.50	\$14.25	\$0.00	\$0.00	\$43.75
2	60	\$32.18	\$14.25	\$16.05	\$0.00	\$62.48
3	65	\$34.86	\$14.25	\$16.05	\$0.00	\$65.16
4	70	\$37.54	\$14.25	\$16.05	\$0.00	\$67.84
5	75	\$40.22	\$14.25	\$16.05	\$0.00	\$70.52
6	80	\$42.90	\$14.25	\$16.05	\$0.00	\$73.20
7	85	\$45.59	\$14.25	\$16.05	\$0.00	\$75.89
8	90	\$48.27	\$14.25	\$16.05	\$0.00	\$78.57

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) <i>SHEETMETAL WORKERS LOCAL 17 - A</i>	02/01/2022	\$53.70	\$13.80	\$25.60	\$2.79	\$95.89
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) <i>ELECTRICIANS LOCAL 103</i>	09/01/2022	\$58.76	\$13.00	\$20.86	\$0.00	\$92.62
	03/01/2023	\$60.43	\$13.00	\$20.91	\$0.00	\$94.34
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 17 - A</i>	02/01/2022	\$53.70	\$13.80	\$25.60	\$2.79	\$95.89
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING - WATER) <i>PIPEFITTERS LOCAL 537</i>	03/01/2021	\$57.94	\$11.70	\$20.24	\$0.00	\$89.88
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC <i>PIPEFITTERS LOCAL 537</i>	03/01/2021	\$57.94	\$11.70	\$20.24	\$0.00	\$89.88
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.93	\$9.10	\$17.57	\$0.00	\$69.60
	12/01/2022	\$43.93	\$9.10	\$17.57	\$0.00	\$70.60
	06/01/2023	\$44.93	\$9.10	\$17.57	\$0.00	\$71.60
	12/01/2023	\$46.18	\$9.10	\$17.57	\$0.00	\$72.85
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2021	\$41.93	\$9.10	\$17.57	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	09/01/2022	\$53.85	\$13.80	\$17.14	\$0.00	\$84.79

Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Boston

Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.93	\$13.80	\$12.42	\$0.00	\$53.15
2	60	\$32.31	\$13.80	\$13.36	\$0.00	\$59.47
3	70	\$37.70	\$13.80	\$14.31	\$0.00	\$65.81
4	80	\$43.08	\$13.80	\$15.25	\$0.00	\$72.13

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (BOSTON AREA)</i>	09/16/2022	\$51.59	\$8.25	\$26.70	\$0.00	\$86.54
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Apprentice - IRONWORKER - Local 7 Boston

Effective Date - 09/16/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$30.95	\$8.25	\$26.70	\$0.00	\$65.90
2	70	\$36.11	\$8.25	\$26.70	\$0.00	\$71.06
3	75	\$38.69	\$8.25	\$26.70	\$0.00	\$73.64
4	80	\$41.27	\$8.25	\$26.70	\$0.00	\$76.22
5	85	\$43.85	\$8.25	\$26.70	\$0.00	\$78.80
6	90	\$46.43	\$8.25	\$26.70	\$0.00	\$81.38

Notes:

** Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:**

JACKHAMMER & PAVING BREAKER OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
	12/01/2023	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35

For apprentice rates see "Apprentice- LABORER"

LABORER <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.18	\$9.10	\$17.57	\$0.00	\$68.85
	12/01/2022	\$43.18	\$9.10	\$17.57	\$0.00	\$69.85
	06/01/2023	\$44.18	\$9.10	\$17.57	\$0.00	\$70.85
	12/01/2023	\$45.43	\$9.10	\$17.57	\$0.00	\$72.10

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - LABORER - Zone 1						
Effective Date - 06/01/2022						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$25.31	\$9.10	\$17.57	\$0.00	\$51.98
2	70	\$29.53	\$9.10	\$17.57	\$0.00	\$56.20
3	80	\$33.74	\$9.10	\$17.57	\$0.00	\$60.41
4	90	\$37.96	\$9.10	\$17.57	\$0.00	\$64.63
Effective Date - 12/01/2022						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$25.91	\$9.10	\$17.57	\$0.00	\$52.58
2	70	\$30.23	\$9.10	\$17.57	\$0.00	\$56.90
3	80	\$34.54	\$9.10	\$17.57	\$0.00	\$61.21
4	90	\$38.86	\$9.10	\$17.57	\$0.00	\$65.53
Notes:						
Apprentice to Journeyworker Ratio:1:5						
LABORER (HEAVY & HIGHWAY)	12/01/2021	\$41.18	\$9.10	\$17.57	\$0.00	\$67.85
LABORERS - ZONE 1 (HEAVY & HIGHWAY)						

Apprentice - LABORER (Heavy & Highway) - Zone 1						
Effective Date - 12/01/2021						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$24.71	\$9.10	\$17.57	\$0.00	\$51.38
2	70	\$28.83	\$9.10	\$17.57	\$0.00	\$55.50
3	80	\$32.94	\$9.10	\$17.57	\$0.00	\$59.61
4	90	\$37.06	\$9.10	\$17.57	\$0.00	\$63.73
Notes:						
Apprentice to Journeyworker Ratio:1:5						
LABORER: CARPENTER TENDER	06/01/2022	\$42.18	\$9.10	\$17.57	\$0.00	\$68.85
LABORERS - ZONE 1						
	12/01/2022	\$43.18	\$9.10	\$17.57	\$0.00	\$69.85
	06/01/2023	\$44.18	\$9.10	\$17.57	\$0.00	\$70.85
	12/01/2023	\$45.43	\$9.10	\$17.57	\$0.00	\$72.10
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER	06/01/2022	\$42.18	\$9.10	\$17.57	\$0.00	\$68.85
LABORERS - ZONE 1						
	12/01/2022	\$43.18	\$9.10	\$17.57	\$0.00	\$69.85
	06/01/2023	\$44.18	\$9.10	\$17.57	\$0.00	\$70.85
	12/01/2023	\$45.43	\$9.10	\$17.57	\$0.00	\$72.10
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
	12/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	12/01/2023	\$45.58	\$9.10	\$17.57	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
	06/01/2024	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2021	\$41.43	\$9.10	\$17.57	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.18	\$9.10	\$17.57	\$0.00	\$68.85
	12/01/2022	\$43.18	\$9.10	\$17.57	\$0.00	\$69.85
	06/01/2023	\$44.18	\$9.10	\$17.57	\$0.00	\$70.85
	12/01/2023	\$45.43	\$9.10	\$17.57	\$0.00	\$72.10
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.18	\$9.10	\$17.57	\$0.00	\$68.85
	12/01/2022	\$43.18	\$9.10	\$17.57	\$0.00	\$69.85
	06/01/2023	\$44.18	\$9.10	\$17.57	\$0.00	\$70.85
	12/01/2023	\$45.43	\$9.10	\$17.57	\$0.00	\$72.10
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
	12/01/2023	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2021	\$41.43	\$9.10	\$17.57	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	08/01/2022	\$45.29	\$11.49	\$20.37	\$0.00	\$77.15
	02/01/2023	\$46.25	\$11.49	\$20.37	\$0.00	\$78.11
	08/01/2023	\$47.89	\$11.49	\$20.37	\$0.00	\$79.75
	02/01/2024	\$48.89	\$11.49	\$20.37	\$0.00	\$80.75
	08/01/2024	\$50.57	\$11.49	\$20.37	\$0.00	\$82.43
	02/01/2025	\$51.61	\$11.49	\$20.37	\$0.00	\$83.47
	08/01/2025	\$53.33	\$11.49	\$20.37	\$0.00	\$85.19
	02/01/2026	\$54.41	\$11.49	\$20.37	\$0.00	\$86.27
	08/01/2026	\$56.17	\$11.49	\$20.37	\$0.00	\$88.03
	02/01/2027	\$57.29	\$11.49	\$20.37	\$0.00	\$89.15

Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile**Effective Date -** 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.65	\$11.49	\$20.37	\$0.00	\$54.51
2	60	\$27.17	\$11.49	\$20.37	\$0.00	\$59.03
3	70	\$31.70	\$11.49	\$20.37	\$0.00	\$63.56
4	80	\$36.23	\$11.49	\$20.37	\$0.00	\$68.09
5	90	\$40.76	\$11.49	\$20.37	\$0.00	\$72.62

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.13	\$11.49	\$20.37	\$0.00	\$54.99
2	60	\$27.75	\$11.49	\$20.37	\$0.00	\$59.61
3	70	\$32.38	\$11.49	\$20.37	\$0.00	\$64.24
4	80	\$37.00	\$11.49	\$20.37	\$0.00	\$68.86
5	90	\$41.63	\$11.49	\$20.37	\$0.00	\$73.49

Notes:**Apprentice to Journeyworker Ratio:1:3**

MARBLE MASONS, TILELAYERS & TERRAZZO MECH

BRICKLAYERS LOCAL 3 - MARBLE & TILE

08/01/2022	\$59.17	\$11.49	\$22.31	\$0.00	\$92.97
02/01/2023	\$60.37	\$11.49	\$22.31	\$0.00	\$94.17
08/01/2023	\$62.42	\$11.49	\$22.31	\$0.00	\$96.22
02/01/2024	\$63.67	\$11.49	\$22.31	\$0.00	\$97.47
08/01/2024	\$65.77	\$11.49	\$22.31	\$0.00	\$99.57
02/01/2025	\$67.07	\$11.49	\$22.31	\$0.00	\$100.87
08/01/2025	\$69.22	\$11.49	\$22.31	\$0.00	\$103.02
02/01/2026	\$70.57	\$11.49	\$22.31	\$0.00	\$104.37
08/01/2026	\$72.77	\$11.49	\$22.31	\$0.00	\$106.57
02/01/2027	\$74.17	\$11.49	\$22.31	\$0.00	\$107.97

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.59	\$11.49	\$22.31	\$0.00	\$63.39
2	60	\$35.50	\$11.49	\$22.31	\$0.00	\$69.30
3	70	\$41.42	\$11.49	\$22.31	\$0.00	\$75.22
4	80	\$47.34	\$11.49	\$22.31	\$0.00	\$81.14
5	90	\$53.25	\$11.49	\$22.31	\$0.00	\$87.05

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.19	\$11.49	\$22.31	\$0.00	\$63.99
2	60	\$36.22	\$11.49	\$22.31	\$0.00	\$70.02
3	70	\$42.26	\$11.49	\$22.31	\$0.00	\$76.06
4	80	\$48.30	\$11.49	\$22.31	\$0.00	\$82.10
5	90	\$54.33	\$11.49	\$22.31	\$0.00	\$88.13

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES)	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
OPERATING ENGINEERS LOCAL 4	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANICS MAINTENANCE	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
OPERATING ENGINEERS LOCAL 4	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 1)	01/03/2022	\$45.52	\$8.58	\$21.57	\$0.00	\$75.67
MILLWRIGHTS LOCAL 1121 - Zone 1	01/02/2023	\$47.27	\$8.58	\$21.57	\$0.00	\$77.42

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
Apprentice - MILLWRIGHT - Local 1121 Zone 1							
Effective Date - 01/03/2022							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	55	\$25.04	\$8.58	\$5.72	\$0.00	\$39.34	
2	65	\$29.59	\$8.58	\$17.93	\$0.00	\$56.10	
3	75	\$34.14	\$8.58	\$18.98	\$0.00	\$61.70	
4	85	\$38.69	\$8.58	\$20.01	\$0.00	\$67.28	
Effective Date - 01/02/2023							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	55	\$26.00	\$8.58	\$5.72	\$0.00	\$40.30	
2	65	\$30.73	\$8.58	\$17.93	\$0.00	\$57.24	
3	75	\$35.45	\$8.58	\$18.98	\$0.00	\$63.01	
4	85	\$40.18	\$8.58	\$20.01	\$0.00	\$68.77	
<div>Notes: Step 1&2 Appr. indentured after 1/6/2020 receive no pension, but do receive annuity. (Step 1 \$5.72, Step 2 \$6.66) Steps are 2,000 hours</div>							
Apprentice to Journeyworker Ratio:1:4							
MORTAR MIXER		06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
LABORERS - ZONE 1		12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
		06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
		12/01/2023	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"							
OILER (OTHER THAN TRUCK CRANES,GRADALLS)		06/01/2022	\$23.80	\$14.25	\$16.05	\$0.00	\$54.10
OPERATING ENGINEERS LOCAL 4		12/01/2022	\$24.37	\$14.25	\$16.05	\$0.00	\$54.67
		06/01/2023	\$24.94	\$14.25	\$16.05	\$0.00	\$55.24
		12/01/2023	\$25.51	\$14.25	\$16.05	\$0.00	\$55.81
		06/01/2024	\$26.11	\$14.25	\$16.05	\$0.00	\$56.41
		12/01/2024	\$26.77	\$14.25	\$16.05	\$0.00	\$57.07
		06/01/2025	\$27.37	\$14.25	\$16.05	\$0.00	\$57.67
		12/01/2025	\$28.03	\$14.25	\$16.05	\$0.00	\$58.33
		06/01/2026	\$28.62	\$14.25	\$16.05	\$0.00	\$58.92
		12/01/2026	\$29.29	\$14.25	\$16.05	\$0.00	\$59.59
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
OILER (TRUCK CRANES, GRADALLS)		06/01/2022	\$28.88	\$14.25	\$16.05	\$0.00	\$59.18
OPERATING ENGINEERS LOCAL 4		12/01/2022	\$29.57	\$14.25	\$16.05	\$0.00	\$59.87
		06/01/2023	\$30.27	\$14.25	\$16.05	\$0.00	\$60.57
		12/01/2023	\$30.96	\$14.25	\$16.05	\$0.00	\$61.26
		06/01/2024	\$31.68	\$14.25	\$16.05	\$0.00	\$61.98
		12/01/2024	\$32.48	\$14.25	\$16.05	\$0.00	\$62.78
		06/01/2025	\$33.20	\$14.25	\$16.05	\$0.00	\$63.50
		12/01/2025	\$34.00	\$14.25	\$16.05	\$0.00	\$64.30
		06/01/2026	\$34.72	\$14.25	\$16.05	\$0.00	\$65.02
		12/01/2026	\$35.52	\$14.25	\$16.05	\$0.00	\$65.82

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE I</i>	07/01/2022	\$54.86	\$8.65	\$23.05	\$0.00	\$86.56
	01/01/2023	\$56.06	\$8.65	\$23.05	\$0.00	\$87.76
	07/01/2023	\$57.26	\$8.65	\$23.05	\$0.00	\$88.96
	01/01/2024	\$58.46	\$8.65	\$23.05	\$0.00	\$90.16
	07/01/2024	\$59.66	\$8.65	\$23.05	\$0.00	\$91.36
	01/01/2025	\$60.86	\$8.65	\$23.05	\$0.00	\$92.56

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.43	\$8.65	\$0.00	\$0.00	\$36.08
2	55	\$30.17	\$8.65	\$6.27	\$0.00	\$45.09
3	60	\$32.92	\$8.65	\$6.84	\$0.00	\$48.41
4	65	\$35.66	\$8.65	\$7.41	\$0.00	\$51.72
5	70	\$38.40	\$8.65	\$19.63	\$0.00	\$66.68
6	75	\$41.15	\$8.65	\$20.20	\$0.00	\$70.00
7	80	\$43.89	\$8.65	\$20.77	\$0.00	\$73.31
8	90	\$49.37	\$8.65	\$21.91	\$0.00	\$79.93

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.03	\$8.65	\$0.00	\$0.00	\$36.68
2	55	\$30.83	\$8.65	\$6.27	\$0.00	\$45.75
3	60	\$33.64	\$8.65	\$6.84	\$0.00	\$49.13
4	65	\$36.44	\$8.65	\$7.41	\$0.00	\$52.50
5	70	\$39.24	\$8.65	\$19.63	\$0.00	\$67.52
6	75	\$42.05	\$8.65	\$20.20	\$0.00	\$70.90
7	80	\$44.85	\$8.65	\$20.77	\$0.00	\$74.27
8	90	\$50.45	\$8.65	\$21.91	\$0.00	\$81.01

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Painter (Spray or Sandblast, New) *	07/01/2022	\$51.55	\$8.65	\$23.05	\$0.00	\$83.25
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 1</i>	01/01/2023	\$52.75	\$8.65	\$23.05	\$0.00	\$84.45
	07/01/2023	\$53.95	\$8.65	\$23.05	\$0.00	\$85.65
	01/01/2024	\$55.15	\$8.65	\$23.05	\$0.00	\$86.85
	07/01/2024	\$56.35	\$8.65	\$23.05	\$0.00	\$88.05
	01/01/2025	\$57.55	\$8.65	\$23.05	\$0.00	\$89.25

Apprentice - PAINTER Local 35 Zone 1 - Spray/Sandblast - New

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.78	\$8.65	\$0.00	\$0.00	\$34.43
2	55	\$28.35	\$8.65	\$6.27	\$0.00	\$43.27
3	60	\$30.93	\$8.65	\$6.84	\$0.00	\$46.42
4	65	\$33.51	\$8.65	\$7.41	\$0.00	\$49.57
5	70	\$36.09	\$8.65	\$19.63	\$0.00	\$64.37
6	75	\$38.66	\$8.65	\$20.20	\$0.00	\$67.51
7	80	\$41.24	\$8.65	\$20.77	\$0.00	\$70.66
8	90	\$46.40	\$8.65	\$21.91	\$0.00	\$76.96

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.38	\$8.65	\$0.00	\$0.00	\$35.03
2	55	\$29.01	\$8.65	\$6.27	\$0.00	\$43.93
3	60	\$31.65	\$8.65	\$6.84	\$0.00	\$47.14
4	65	\$34.29	\$8.65	\$7.41	\$0.00	\$50.35
5	70	\$36.93	\$8.65	\$19.63	\$0.00	\$65.21
6	75	\$39.56	\$8.65	\$20.20	\$0.00	\$68.41
7	80	\$42.20	\$8.65	\$20.77	\$0.00	\$71.62
8	90	\$47.48	\$8.65	\$21.91	\$0.00	\$78.04

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Painter (Spray or Sandblast, Repaint)	07/01/2022	\$49.61	\$8.65	\$23.05	\$0.00	\$81.31
<i>PAINTERS LOCAL 35 - ZONE 1</i>	01/01/2023	\$50.81	\$8.65	\$23.05	\$0.00	\$82.51
	07/01/2023	\$52.01	\$8.65	\$23.05	\$0.00	\$83.71
	01/01/2024	\$53.21	\$8.65	\$23.05	\$0.00	\$84.91
	01/01/2025	\$55.61	\$8.65	\$23.05	\$0.00	\$87.31
	07/01/2025	\$54.41	\$8.65	\$23.05	\$0.00	\$86.11

Apprentice - PAINTER Local 35 Zone 1 - Spray/Sandblast - Repaint**Effective Date - 07/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.81	\$8.65	\$0.00	\$0.00	\$33.46
2	55	\$27.29	\$8.65	\$6.27	\$0.00	\$42.21
3	60	\$29.77	\$8.65	\$6.84	\$0.00	\$45.26
4	65	\$32.25	\$8.65	\$7.41	\$0.00	\$48.31
5	70	\$34.73	\$8.65	\$19.63	\$0.00	\$63.01
6	75	\$37.21	\$8.65	\$20.20	\$0.00	\$66.06
7	80	\$39.69	\$8.65	\$20.77	\$0.00	\$69.11
8	90	\$44.65	\$8.65	\$21.91	\$0.00	\$75.21

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.41	\$8.65	\$0.00	\$0.00	\$34.06
2	55	\$27.95	\$8.65	\$6.27	\$0.00	\$42.87
3	60	\$30.49	\$8.65	\$6.84	\$0.00	\$45.98
4	65	\$33.03	\$8.65	\$7.41	\$0.00	\$49.09
5	70	\$35.57	\$8.65	\$19.63	\$0.00	\$63.85
6	75	\$38.11	\$8.65	\$20.20	\$0.00	\$66.96
7	80	\$40.65	\$8.65	\$20.77	\$0.00	\$70.07
8	90	\$45.73	\$8.65	\$21.91	\$0.00	\$76.29

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *

* If 30% or more of surfaces to be painted are new construction,
NEW paint rate shall be used. *PAINTERS LOCAL 35 - ZONE 1*

07/01/2022	\$50.15	\$8.65	\$23.05	\$0.00	\$81.85
01/01/2023	\$51.35	\$8.65	\$23.05	\$0.00	\$83.05
07/01/2023	\$52.55	\$8.65	\$23.05	\$0.00	\$84.25
01/01/2024	\$53.75	\$8.65	\$23.05	\$0.00	\$85.45
07/01/2024	\$54.95	\$8.65	\$23.05	\$0.00	\$86.65
01/01/2025	\$56.15	\$8.65	\$23.05	\$0.00	\$87.85

Apprentice - PAINTER - Local 35 Zone 1 - BRUSH NEW**Effective Date - 07/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.08	\$8.65	\$0.00	\$0.00	\$33.73
2	55	\$27.58	\$8.65	\$6.27	\$0.00	\$42.50
3	60	\$30.09	\$8.65	\$6.84	\$0.00	\$45.58
4	65	\$32.60	\$8.65	\$7.41	\$0.00	\$48.66
5	70	\$35.11	\$8.65	\$19.63	\$0.00	\$63.39
6	75	\$37.61	\$8.65	\$20.20	\$0.00	\$66.46
7	80	\$40.12	\$8.65	\$20.77	\$0.00	\$69.54
8	90	\$45.14	\$8.65	\$21.91	\$0.00	\$75.70

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.68	\$8.65	\$0.00	\$0.00	\$34.33
2	55	\$28.24	\$8.65	\$4.13	\$0.00	\$41.02
3	60	\$30.81	\$8.65	\$4.50	\$0.00	\$43.96
4	65	\$33.38	\$8.65	\$4.88	\$0.00	\$46.91
5	70	\$35.95	\$8.65	\$16.90	\$0.00	\$61.50
6	75	\$38.51	\$8.65	\$17.28	\$0.00	\$64.44
7	80	\$41.08	\$8.65	\$17.65	\$0.00	\$67.38
8	90	\$46.22	\$8.65	\$18.40	\$0.00	\$73.27

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)

PAINTERS LOCAL 35 - ZONE 1

07/01/2022	\$48.21	\$8.65	\$23.05	\$0.00	\$79.91
01/01/2023	\$49.41	\$8.65	\$23.05	\$0.00	\$81.11
07/01/2023	\$50.61	\$8.65	\$23.05	\$0.00	\$82.31
01/01/2024	\$51.81	\$8.65	\$23.05	\$0.00	\$83.51
07/01/2024	\$53.01	\$8.65	\$23.05	\$0.00	\$84.71
01/01/2025	\$54.21	\$8.65	\$23.05	\$0.00	\$85.91

Apprentice - PAINTER Local 35 Zone 1 - BRUSH REPAINT

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.11	\$8.65	\$0.00	\$0.00	\$32.76
2	55	\$26.52	\$8.65	\$6.27	\$0.00	\$41.44
3	60	\$28.93	\$8.65	\$6.84	\$0.00	\$44.42
4	65	\$31.34	\$8.65	\$7.41	\$0.00	\$47.40
5	70	\$33.75	\$8.65	\$19.63	\$0.00	\$62.03
6	75	\$36.16	\$8.65	\$20.20	\$0.00	\$65.01
7	80	\$38.57	\$8.65	\$20.77	\$0.00	\$67.99
8	90	\$43.39	\$8.65	\$21.91	\$0.00	\$73.95

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.71	\$8.65	\$0.00	\$0.00	\$33.36
2	55	\$27.18	\$8.65	\$6.27	\$0.00	\$42.10
3	60	\$29.65	\$8.65	\$6.84	\$0.00	\$45.14
4	65	\$32.12	\$8.65	\$7.41	\$0.00	\$48.18
5	70	\$34.59	\$8.65	\$19.63	\$0.00	\$62.87
6	75	\$37.06	\$8.65	\$20.20	\$0.00	\$65.91
7	80	\$39.53	\$8.65	\$20.77	\$0.00	\$68.95
8	90	\$44.47	\$8.65	\$21.91	\$0.00	\$75.03

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2021	\$41.18	\$9.10	\$17.57	\$0.00	\$67.85
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2021	\$36.88	\$13.41	\$16.01	\$0.00	\$66.30
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
PILE DRIVER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - PILE DRIVER - Local 56 Zone 1
Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.54	\$9.40	\$23.12	\$0.00	\$57.06
2	60	\$29.44	\$9.40	\$23.12	\$0.00	\$61.96
3	70	\$34.35	\$9.40	\$23.12	\$0.00	\$66.87
4	75	\$36.80	\$9.40	\$23.12	\$0.00	\$69.32
5	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78
6	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78
7	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68
8	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$34.01/ 3&4 \$41.46/ 5&6 \$62.80/ 7&8 \$69.25

Apprentice to Journeyworker Ratio:1:5
PIPEFITTER & STEAMFITTER

03/01/2021

\$57.94

\$11.70

\$20.24

\$0.00

\$89.88

PIPEFITTERS LOCAL 537
Apprentice - PIPEFITTER - Local 537
Effective Date - 03/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$23.18	\$11.70	\$8.25	\$0.00	\$43.13
2	45	\$26.07	\$11.70	\$20.24	\$0.00	\$58.01
3	60	\$34.76	\$11.70	\$20.24	\$0.00	\$66.70
4	70	\$40.56	\$11.70	\$20.24	\$0.00	\$72.50
5	80	\$46.35	\$11.70	\$20.24	\$0.00	\$78.29

Notes:

** 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.
Refrig/AC Mechanic **1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)

Apprentice to Journeyworker Ratio:**
PIPELAYER
LABORERS - ZONE 1

06/01/2022

\$42.43

\$9.10

\$17.57

\$0.00

\$69.10

12/01/2022

\$43.43

\$9.10

\$17.57

\$0.00

\$70.10

06/01/2023

\$44.43

\$9.10

\$17.57

\$0.00

\$71.10

12/01/2023

\$45.68

\$9.10

\$17.57

\$0.00

\$72.35

For apprentice rates see "Apprentice- LABORER"

PIPELAYER (HEAVY & HIGHWAY)
LABORERS - ZONE 1 (HEAVY & HIGHWAY)

12/01/2021

\$41.43

\$9.10

\$17.57

\$0.00

\$68.10

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PLUMBERS & GASFITTERS	09/04/2022	\$63.49	\$14.07	\$18.36	\$0.00	\$95.92
<i>PLUMBERS & GASFITTERS LOCAL 12</i>	02/26/2023	\$65.19	\$14.07	\$18.36	\$0.00	\$97.62
	09/03/2023	\$66.94	\$14.07	\$18.36	\$0.00	\$99.37
	03/03/2024	\$68.74	\$14.07	\$18.36	\$0.00	\$101.17
	09/01/2024	\$70.54	\$14.07	\$18.36	\$0.00	\$102.97
	03/02/2025	\$72.34	\$14.07	\$18.36	\$0.00	\$104.77

Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 09/04/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$22.22	\$14.07	\$6.63	\$0.00	\$42.92
2	40	\$25.40	\$14.07	\$7.52	\$0.00	\$46.99
3	55	\$34.92	\$14.07	\$10.24	\$0.00	\$59.23
4	65	\$41.27	\$14.07	\$12.04	\$0.00	\$67.38
5	75	\$47.62	\$14.07	\$13.85	\$0.00	\$75.54

Effective Date - 02/26/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$22.82	\$14.07	\$6.63	\$0.00	\$43.52
2	40	\$26.08	\$14.07	\$7.52	\$0.00	\$47.67
3	55	\$35.85	\$14.07	\$10.24	\$0.00	\$60.16
4	65	\$42.37	\$14.07	\$12.04	\$0.00	\$68.48
5	75	\$48.89	\$14.07	\$13.85	\$0.00	\$76.81

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr
Step4 with lic\$69.00, Step5 with lic\$76.87

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.)	03/01/2021	\$57.94	\$11.70	\$20.24	\$0.00	\$89.88
<i>PIPEFITTERS LOCAL 537</i>						

For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

PNEUMATIC DRILL/TOOL OPERATOR	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
<i>LABORERS - ZONE 1</i>	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
	12/01/2023	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35

For apprentice rates see "Apprentice- LABORER"

PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)	12/01/2021	\$41.43	\$9.10	\$17.57	\$0.00	\$68.10
<i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>						

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

POWDERMAN & BLASTER	06/01/2022	\$43.18	\$9.10	\$17.57	\$0.00	\$69.85
<i>LABORERS - ZONE 1</i>	12/01/2022	\$44.18	\$9.10	\$17.57	\$0.00	\$70.85
	06/01/2023	\$45.18	\$9.10	\$17.57	\$0.00	\$71.85
	12/01/2023	\$46.43	\$9.10	\$17.57	\$0.00	\$73.10

For apprentice rates see "Apprentice- LABORER"

POWDERMAN & BLASTER (HEAVY & HIGHWAY)	12/01/2021	\$42.18	\$9.10	\$17.57	\$0.00	\$68.85
<i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>						

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$34.26	\$14.25	\$16.05	\$0.00	\$64.56
	12/01/2022	\$35.08	\$14.25	\$16.05	\$0.00	\$65.38
	06/01/2023	\$35.90	\$14.25	\$16.05	\$0.00	\$66.20
	12/01/2023	\$36.72	\$14.25	\$16.05	\$0.00	\$67.02
	06/01/2024	\$37.57	\$14.25	\$16.05	\$0.00	\$67.87
	12/01/2024	\$38.52	\$14.25	\$16.05	\$0.00	\$68.82
	06/01/2025	\$39.37	\$14.25	\$16.05	\$0.00	\$69.67
	12/01/2025	\$40.32	\$14.25	\$16.05	\$0.00	\$70.62
	06/01/2026	\$41.18	\$14.25	\$16.05	\$0.00	\$71.48
	12/01/2026	\$42.13	\$14.25	\$16.05	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY MIX CONCRETE DRIVERS after 4/30/12 (Drivers Hired After 4/30/2012) <i>TEAMSTERS 25 (Metro) - Aggregate</i>	08/01/2022	\$30.40	\$11.91	\$15.25	\$0.00	\$57.56
READY-MIX CONCRETE DRIVER <i>TEAMSTERS 25 (Metro) - Aggregate</i>	08/01/2022	\$34.41	\$11.91	\$15.25	\$0.00	\$61.57

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
	12/01/2023	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofers Waterproofing &Roofers Dampproofg) <i>ROOFERS LOCAL 33</i>	02/01/2022	\$47.03	\$12.28	\$19.45	\$0.00	\$78.76

Apprentice - ROOFER - Local 33

Effective Date - 02/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.52	\$12.28	\$5.21	\$0.00	\$41.01
2	60	\$28.22	\$12.28	\$19.45	\$0.00	\$59.95
3	65	\$30.57	\$12.28	\$19.45	\$0.00	\$62.30
4	75	\$35.27	\$12.28	\$19.45	\$0.00	\$67.00
5	85	\$39.98	\$12.28	\$19.45	\$0.00	\$71.71

Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1
Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.
(Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER)

Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE <i>ROOFERS LOCAL 33</i>	02/01/2022	\$47.28	\$12.28	\$19.45	\$0.00	\$79.01
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For apprentice rates see "Apprentice- ROOFER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 17 - A</i>	02/01/2022	\$53.70	\$13.80	\$25.60	\$2.79	\$95.89

Apprentice - SHEET METAL WORKER - Local 17-A

Effective Date - 02/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$22.55	\$13.80	\$6.01	\$0.00	\$42.36
2	42	\$22.55	\$13.80	\$6.01	\$0.00	\$42.36
3	47	\$25.24	\$13.80	\$11.26	\$1.51	\$51.81
4	47	\$25.24	\$13.80	\$11.26	\$1.51	\$51.81
5	52	\$27.92	\$13.80	\$12.23	\$1.62	\$55.57
6	52	\$27.92	\$13.80	\$12.48	\$1.63	\$55.83
7	60	\$32.22	\$13.80	\$13.87	\$1.80	\$61.69
8	65	\$34.91	\$13.80	\$14.84	\$1.91	\$65.46
9	75	\$40.28	\$13.80	\$16.77	\$2.13	\$72.98
10	85	\$45.65	\$13.80	\$18.20	\$2.33	\$79.98

Notes:

Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2021	\$37.34	\$13.41	\$16.01	\$0.00	\$66.76
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2021	\$37.63	\$13.41	\$16.01	\$0.00	\$67.05
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1</i>	10/01/2022	\$65.56	\$15.50	\$22.10	\$0.00	\$103.16
	03/01/2023	\$67.26	\$15.50	\$22.10	\$0.00	\$104.86
	10/01/2023	\$69.01	\$15.50	\$22.10	\$0.00	\$106.61
	03/01/2024	\$70.81	\$15.50	\$22.10	\$0.00	\$108.41
	10/01/2024	\$72.61	\$15.50	\$22.10	\$0.00	\$110.21
	03/01/2025	\$74.41	\$15.50	\$22.10	\$0.00	\$112.01

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1**Effective Date -** 10/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$22.95	\$15.50	\$9.60	\$0.00	\$48.05
2	40	\$26.22	\$15.50	\$9.60	\$0.00	\$51.32
3	45	\$29.50	\$15.50	\$9.60	\$0.00	\$54.60
4	50	\$32.78	\$15.50	\$9.60	\$0.00	\$57.88
5	55	\$36.06	\$15.50	\$9.60	\$0.00	\$61.16
6	60	\$39.34	\$15.50	\$11.10	\$0.00	\$65.94
7	65	\$42.61	\$15.50	\$11.10	\$0.00	\$69.21
8	70	\$45.89	\$15.50	\$11.10	\$0.00	\$72.49
9	75	\$49.17	\$15.50	\$11.10	\$0.00	\$75.77
10	80	\$52.45	\$15.50	\$11.10	\$0.00	\$79.05

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$23.54	\$15.50	\$9.60	\$0.00	\$48.64
2	40	\$26.90	\$15.50	\$9.60	\$0.00	\$52.00
3	45	\$30.27	\$15.50	\$9.60	\$0.00	\$55.37
4	50	\$33.63	\$15.50	\$9.60	\$0.00	\$58.73
5	55	\$36.99	\$15.50	\$9.60	\$0.00	\$62.09
6	60	\$40.36	\$15.50	\$11.10	\$0.00	\$66.96
7	65	\$43.72	\$15.50	\$11.10	\$0.00	\$70.32
8	70	\$47.08	\$15.50	\$11.10	\$0.00	\$73.68
9	75	\$50.45	\$15.50	\$11.10	\$0.00	\$77.05
10	80	\$53.81	\$15.50	\$11.10	\$0.00	\$80.41

Notes: Apprentice entered prior 9/30/10:
40/45/50/55/60/65/70/75/80/85
Steps are 850 hours

Apprentice to Journeyworker Ratio:1:3

STEAM BOILER OPERATOR
OPERATING ENGINEERS LOCAL 4

06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN OPERATING ENGINEERS LOCAL 4	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN ELECTRICIANS LOCAL 103	09/01/2022	\$46.42	\$13.00	\$18.87	\$0.00	\$78.29
	03/01/2023	\$48.34	\$13.00	\$19.01	\$0.00	\$80.35

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$20.89	\$13.00	\$0.63	\$0.00	\$34.52
2	45	\$20.89	\$13.00	\$0.63	\$0.00	\$34.52
3	50	\$23.21	\$13.00	\$15.13	\$0.00	\$51.34
4	50	\$23.21	\$13.00	\$15.13	\$0.00	\$51.34
5	55	\$25.53	\$13.00	\$15.51	\$0.00	\$54.04
6	60	\$27.85	\$13.00	\$15.88	\$0.00	\$56.73
7	65	\$30.17	\$13.00	\$16.26	\$0.00	\$59.43
8	70	\$32.49	\$13.00	\$16.62	\$0.00	\$62.11
9	75	\$34.82	\$13.00	\$17.00	\$0.00	\$64.82
10	80	\$37.14	\$13.00	\$17.37	\$0.00	\$67.51

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$21.75	\$13.00	\$0.65	\$0.00	\$35.40
2	45	\$21.75	\$13.00	\$0.65	\$0.00	\$35.40
3	50	\$24.17	\$13.00	\$15.20	\$0.00	\$52.37
4	50	\$24.17	\$13.00	\$15.20	\$0.00	\$52.37
5	55	\$26.59	\$13.00	\$15.58	\$0.00	\$55.17
6	60	\$29.00	\$13.00	\$15.96	\$0.00	\$57.96
7	65	\$31.42	\$13.00	\$16.34	\$0.00	\$60.76
8	70	\$33.84	\$13.00	\$16.73	\$0.00	\$63.57
9	75	\$36.26	\$13.00	\$17.11	\$0.00	\$66.37
10	80	\$38.67	\$13.00	\$17.48	\$0.00	\$69.15

Notes:

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TERRAZZO FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	08/01/2022	\$58.09	\$11.49	\$22.34	\$0.00	\$91.92
	02/01/2023	\$59.29	\$11.49	\$22.34	\$0.00	\$93.12
	08/01/2023	\$61.34	\$11.49	\$22.34	\$0.00	\$95.17
	02/01/2024	\$62.59	\$11.49	\$22.34	\$0.00	\$96.42
	08/01/2024	\$64.69	\$11.49	\$22.34	\$0.00	\$98.52
	02/01/2025	\$65.99	\$11.49	\$22.34	\$0.00	\$99.82
	08/01/2025	\$68.14	\$11.49	\$22.34	\$0.00	\$101.97
	02/01/2026	\$69.49	\$11.49	\$22.34	\$0.00	\$103.32
	08/01/2026	\$71.69	\$11.49	\$22.34	\$0.00	\$105.52
	02/01/2027	\$73.09	\$11.49	\$22.34	\$0.00	\$106.92

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.05	\$11.49	\$22.34	\$0.00	\$62.88
2	60	\$34.85	\$11.49	\$22.34	\$0.00	\$68.68
3	70	\$40.66	\$11.49	\$22.34	\$0.00	\$74.49
4	80	\$46.47	\$11.49	\$22.34	\$0.00	\$80.30
5	90	\$52.28	\$11.49	\$22.34	\$0.00	\$86.11

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.65	\$11.49	\$22.34	\$0.00	\$63.48
2	60	\$35.57	\$11.49	\$22.34	\$0.00	\$69.40
3	70	\$41.50	\$11.49	\$22.34	\$0.00	\$75.33
4	80	\$47.43	\$11.49	\$22.34	\$0.00	\$81.26
5	90	\$53.36	\$11.49	\$22.34	\$0.00	\$87.19

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$42.58	\$9.10	\$17.72	\$0.00	\$69.40
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.30	\$9.10	\$17.72	\$0.00	\$68.12
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2021	\$37.92	\$13.41	\$16.01	\$0.00	\$67.34
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2021	\$53.41	\$9.10	\$18.17	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2021	\$55.41	\$9.10	\$18.17	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2021	\$45.48	\$9.10	\$18.17	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2021	\$47.48	\$9.10	\$18.17	\$0.00	\$74.75
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2021	\$37.34	\$13.41	\$16.01	\$0.00	\$66.76
WAGON DRILL OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
	12/01/2023	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2021	\$41.43	\$9.10	\$17.57	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WATER METER INSTALLER	09/04/2022	\$63.49	\$14.07	\$18.36	\$0.00	\$95.92
PLUMBERS & GASFITTERS LOCAL 12	02/26/2023	\$65.19	\$14.07	\$18.36	\$0.00	\$97.62
	09/03/2023	\$66.94	\$14.07	\$18.36	\$0.00	\$99.37
	03/03/2024	\$68.74	\$14.07	\$18.36	\$0.00	\$101.17
	09/01/2024	\$70.54	\$14.07	\$18.36	\$0.00	\$102.97
	03/02/2025	\$72.34	\$14.07	\$18.36	\$0.00	\$104.77
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

** Multiple ratios are listed in the comment field.

*** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

**** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.



CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF LABOR STANDARDS

Prevailing Wage Rates

As determined by the Director under the provisions of the
Massachusetts General Laws, Chapter 149, Sections 26 to 27H

ROSALIN ACOSTA
Secretary

MICHAEL FLANAGAN
Director

Awarding Authority: MBTA
Contract Number: R90CN02 **City/Town:** DEDHAM
Description of Work: Work consists of replacing existing and installing new concrete sidewalk, pavement, and pedestrian ramps systemwide, on an as-needed basis.
Job Location: Various

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, the awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. The annual update requirement is not applicable to 27F "rental of equipment" contracts. **The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.**
- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or a sub-contractor.
- Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.**
- Every contractor or subcontractor working on the construction project must submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. For a sample payroll reporting form go to <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Contractors must obtain the wage schedules from awarding authorities. Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2021	\$37.05	\$13.41	\$16.01	\$0.00	\$66.47
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2021	\$37.12	\$13.41	\$16.01	\$0.00	\$66.54
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2021	\$37.24	\$13.41	\$16.01	\$0.00	\$66.66
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.93	\$9.10	\$17.57	\$0.00	\$69.60
	12/01/2022	\$43.93	\$9.10	\$17.57	\$0.00	\$70.60
	06/01/2023	\$44.93	\$9.10	\$17.57	\$0.00	\$71.60
	12/01/2023	\$46.18	\$9.10	\$17.57	\$0.00	\$72.85
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2021	\$41.93	\$9.10	\$17.57	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	12/01/2020	\$38.10	\$12.80	\$9.45	\$0.00	\$60.35
ASPHALT RAKER <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
	12/01/2023	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2021	\$41.43	\$9.10	\$17.57	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
	12/01/2023	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.93	\$9.10	\$17.57	\$0.00	\$69.60
	12/01/2022	\$43.93	\$9.10	\$17.57	\$0.00	\$70.60
	06/01/2023	\$44.93	\$9.10	\$17.57	\$0.00	\$71.60
	12/01/2023	\$46.18	\$9.10	\$17.57	\$0.00	\$72.85
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2021	\$41.93	\$9.10	\$17.57	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
2	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
3	70	\$32.27	\$7.07	\$12.59	\$0.00	\$51.93
4	75	\$34.58	\$7.07	\$13.49	\$0.00	\$55.14
5	80	\$36.88	\$7.07	\$14.38	\$0.00	\$58.33
6	85	\$39.19	\$7.07	\$15.29	\$0.00	\$61.55
7	90	\$41.49	\$7.07	\$16.18	\$0.00	\$64.74
8	95	\$43.80	\$7.07	\$17.09	\$0.00	\$67.96

Notes:

Apprentice to Journeyworker Ratio:1:4

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (FOXBORO)</i>	08/01/2022	\$57.01	\$11.49	\$21.65	\$0.00	\$90.15
	02/01/2023	\$58.21	\$11.49	\$21.65	\$0.00	\$91.35
	08/01/2023	\$60.26	\$11.49	\$21.65	\$0.00	\$93.40
	02/01/2024	\$61.51	\$11.49	\$21.65	\$0.00	\$94.65
	08/01/2024	\$63.61	\$11.49	\$21.65	\$0.00	\$96.75
	02/01/2025	\$64.91	\$11.49	\$21.65	\$0.00	\$98.05
	08/01/2025	\$67.06	\$11.49	\$21.65	\$0.00	\$100.20
	02/01/2026	\$68.41	\$11.49	\$21.65	\$0.00	\$101.55
	08/01/2026	\$70.61	\$11.49	\$21.65	\$0.00	\$103.75
	02/01/2027	\$72.01	\$11.49	\$21.65	\$0.00	\$105.15

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Foxboro

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.51	\$11.49	\$21.65	\$0.00	\$61.65
2	60	\$34.21	\$11.49	\$21.65	\$0.00	\$67.35
3	70	\$39.91	\$11.49	\$21.65	\$0.00	\$73.05
4	80	\$45.61	\$11.49	\$21.65	\$0.00	\$78.75
5	90	\$51.31	\$11.49	\$21.65	\$0.00	\$84.45

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.11	\$11.49	\$21.65	\$0.00	\$62.25
2	60	\$34.93	\$11.49	\$21.65	\$0.00	\$68.07
3	70	\$40.75	\$11.49	\$21.65	\$0.00	\$73.89
4	80	\$46.57	\$11.49	\$21.65	\$0.00	\$79.71
5	90	\$52.39	\$11.49	\$21.65	\$0.00	\$85.53

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$42.33	\$9.10	\$17.72	\$0.00	\$69.15
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For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
	12/01/2023	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS -ZONE 1 (Metro Boston)</i>	09/01/2022	\$54.77	\$8.68	\$19.97	\$0.00	\$83.42
	03/01/2023	\$55.62	\$8.68	\$19.97	\$0.00	\$84.27

Apprentice - CARPENTER - Zone 1 Metro Boston

Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.39	\$8.68	\$1.73	\$0.00	\$37.80
2	60	\$32.86	\$8.68	\$1.73	\$0.00	\$43.27
3	70	\$38.34	\$8.68	\$14.78	\$0.00	\$61.80
4	75	\$41.08	\$8.68	\$14.78	\$0.00	\$64.54
5	80	\$43.82	\$8.68	\$16.51	\$0.00	\$69.01
6	80	\$43.82	\$8.68	\$16.51	\$0.00	\$69.01
7	90	\$49.29	\$8.68	\$18.24	\$0.00	\$76.21
8	90	\$49.29	\$8.68	\$18.24	\$0.00	\$76.21

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.81	\$8.68	\$1.73	\$0.00	\$38.22
2	60	\$33.37	\$8.68	\$1.73	\$0.00	\$43.78
3	70	\$38.93	\$8.68	\$14.78	\$0.00	\$62.39
4	75	\$41.72	\$8.68	\$14.78	\$0.00	\$65.18
5	80	\$44.50	\$8.68	\$16.51	\$0.00	\$69.69
6	80	\$44.50	\$8.68	\$16.51	\$0.00	\$69.69
7	90	\$50.06	\$8.68	\$18.24	\$0.00	\$76.98
8	90	\$50.06	\$8.68	\$18.24	\$0.00	\$76.98

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$35.44/ 3&4 \$54.04/ 5&6 \$64.12/ 7&8 \$71.42

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME <i>CARPENTERS -ZONE 2 (Wood Frame)</i>	04/01/2022	\$28.62	\$7.21	\$5.80	\$0.00	\$41.63
	04/01/2023	\$28.97	\$7.21	\$5.80	\$0.00	\$41.98
All Aspects of New Wood Frame Work						

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - CARPENTER (Wood Frame) - Zone 2**Effective Date -** 04/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$14.31	\$7.21	\$0.00	\$0.00	\$21.52
2	50	\$14.31	\$7.21	\$0.00	\$0.00	\$21.52
3	55	\$15.74	\$7.21	\$2.00	\$0.00	\$24.95
4	55	\$15.74	\$7.21	\$2.00	\$0.00	\$24.95
5	70	\$20.03	\$7.21	\$5.80	\$0.00	\$33.04
6	70	\$20.03	\$7.21	\$5.80	\$0.00	\$33.04
7	80	\$22.90	\$7.21	\$5.80	\$0.00	\$35.91
8	80	\$22.90	\$7.21	\$5.80	\$0.00	\$35.91

Effective Date - 04/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$14.49	\$7.21	\$0.00	\$0.00	\$21.70
2	50	\$14.49	\$7.21	\$0.00	\$0.00	\$21.70
3	55	\$15.93	\$7.21	\$2.00	\$0.00	\$25.14
4	55	\$15.93	\$7.21	\$2.00	\$0.00	\$25.14
5	70	\$20.28	\$7.21	\$5.80	\$0.00	\$33.29
6	70	\$20.28	\$7.21	\$5.80	\$0.00	\$33.29
7	80	\$23.18	\$7.21	\$5.80	\$0.00	\$36.19
8	80	\$23.18	\$7.21	\$5.80	\$0.00	\$36.19

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$20.09/ 3&4 \$24.95/ 5&6 \$33.04/ 7&8 \$35.91

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING

01/01/2020

\$44.67

\$12.75

\$22.41

\$0.62

\$80.45

BRICKLAYERS LOCAL 3 (FOXBORO)

Apprentice - CEMENT MASONRY/PLASTERING - Foxboro**Effective Date -** 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.34	\$12.75	\$15.41	\$0.00	\$50.50
2	60	\$26.80	\$12.75	\$17.41	\$0.62	\$57.58
3	65	\$29.04	\$12.75	\$18.41	\$0.62	\$60.82
4	70	\$31.27	\$12.75	\$19.41	\$0.62	\$64.05
5	75	\$33.50	\$12.75	\$20.41	\$0.62	\$67.28
6	80	\$35.74	\$12.75	\$21.41	\$0.62	\$70.52
7	90	\$40.20	\$12.75	\$22.41	\$0.62	\$75.98

Notes:

Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
	12/01/2023	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$53.40	\$14.25	\$16.05	\$0.00	\$83.70
	12/01/2022	\$54.68	\$14.25	\$16.05	\$0.00	\$84.98
	06/01/2023	\$55.95	\$14.25	\$16.05	\$0.00	\$86.25
	12/01/2023	\$57.23	\$14.25	\$16.05	\$0.00	\$87.53
	06/01/2024	\$58.55	\$14.25	\$16.05	\$0.00	\$88.85
	12/01/2024	\$60.03	\$14.25	\$16.05	\$0.00	\$90.33
	06/01/2025	\$61.36	\$14.25	\$16.05	\$0.00	\$91.66
	12/01/2025	\$62.83	\$14.25	\$16.05	\$0.00	\$93.13
	06/01/2026	\$64.16	\$14.25	\$16.05	\$0.00	\$94.46
	12/01/2026	\$65.64	\$14.25	\$16.05	\$0.00	\$95.94
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$34.26	\$14.25	\$16.05	\$0.00	\$64.56
	12/01/2022	\$35.08	\$14.25	\$16.05	\$0.00	\$65.38
	06/01/2023	\$35.90	\$14.25	\$16.05	\$0.00	\$66.20
	12/01/2023	\$36.72	\$14.25	\$16.05	\$0.00	\$67.02
	06/01/2024	\$37.57	\$14.25	\$16.05	\$0.00	\$67.87
	12/01/2024	\$38.52	\$14.25	\$16.05	\$0.00	\$68.82
	06/01/2025	\$39.37	\$14.25	\$16.05	\$0.00	\$69.67
	12/01/2025	\$40.32	\$14.25	\$16.05	\$0.00	\$70.62
	06/01/2026	\$41.18	\$14.25	\$16.05	\$0.00	\$71.48
	12/01/2026	\$42.13	\$14.25	\$16.05	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 1</i>	07/01/2022	\$54.86	\$8.65	\$23.05	\$0.00	\$86.56
	01/01/2023	\$56.06	\$8.65	\$23.05	\$0.00	\$87.76
	07/01/2023	\$57.26	\$8.65	\$23.05	\$0.00	\$88.96
	01/01/2024	\$58.46	\$8.65	\$23.05	\$0.00	\$90.16
	07/01/2024	\$59.66	\$8.65	\$23.05	\$0.00	\$91.36
	01/01/2025	\$60.86	\$8.65	\$23.05	\$0.00	\$92.56

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.43	\$8.65	\$0.00	\$0.00	\$36.08
2	55	\$30.17	\$8.65	\$6.27	\$0.00	\$45.09
3	60	\$32.92	\$8.65	\$6.84	\$0.00	\$48.41
4	65	\$35.66	\$8.65	\$7.41	\$0.00	\$51.72
5	70	\$38.40	\$8.65	\$19.63	\$0.00	\$66.68
6	75	\$41.15	\$8.65	\$20.20	\$0.00	\$70.00
7	80	\$43.89	\$8.65	\$20.77	\$0.00	\$73.31
8	90	\$49.37	\$8.65	\$21.91	\$0.00	\$79.93

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.03	\$8.65	\$0.00	\$0.00	\$36.68
2	55	\$30.83	\$8.65	\$6.27	\$0.00	\$45.75
3	60	\$33.64	\$8.65	\$6.84	\$0.00	\$49.13
4	65	\$36.44	\$8.65	\$7.41	\$0.00	\$52.50
5	70	\$39.24	\$8.65	\$19.63	\$0.00	\$67.52
6	75	\$42.05	\$8.65	\$20.20	\$0.00	\$70.90
7	80	\$44.85	\$8.65	\$20.77	\$0.00	\$74.27
8	90	\$50.45	\$8.65	\$21.91	\$0.00	\$81.01

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN LABORERS - ZONE 1	06/01/2022	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
	12/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	12/01/2023	\$45.58	\$9.10	\$17.57	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS - ZONE 1	06/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	12/01/2022	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	06/01/2023	\$45.33	\$9.10	\$17.57	\$0.00	\$72.00
	12/01/2023	\$46.58	\$9.10	\$17.57	\$0.00	\$73.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS LABORERS - ZONE 1	06/01/2022	\$43.08	\$9.10	\$17.57	\$0.00	\$69.75
	12/01/2022	\$44.08	\$9.10	\$17.57	\$0.00	\$70.75
	06/01/2023	\$45.08	\$9.10	\$17.57	\$0.00	\$71.75
	12/01/2023	\$46.33	\$9.10	\$17.57	\$0.00	\$73.00
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 1</i>	06/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	12/01/2022	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	06/01/2023	\$45.33	\$9.10	\$17.57	\$0.00	\$72.00
	12/01/2023	\$46.58	\$9.10	\$17.57	\$0.00	\$73.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2022	\$43.08	\$9.10	\$17.57	\$0.00	\$69.75
	12/01/2022	\$44.08	\$9.10	\$17.57	\$0.00	\$70.75
	06/01/2023	\$45.08	\$9.10	\$17.57	\$0.00	\$71.75
	12/01/2023	\$46.33	\$9.10	\$17.57	\$0.00	\$73.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
	12/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	12/01/2023	\$45.58	\$9.10	\$17.57	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) <i>DRAWBRIDGE - SEIU LOCAL 888</i>	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN <i>ELECTRICIANS LOCAL 103</i>	09/01/2022	\$58.76	\$13.00	\$20.86	\$0.00	\$92.62
	03/01/2023	\$60.43	\$13.00	\$20.91	\$0.00	\$94.34

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - ELECTRICIAN - Local 103
Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$23.50	\$13.00	\$0.71	\$0.00	\$37.21
2	40	\$23.50	\$13.00	\$0.71	\$0.00	\$37.21
3	45	\$26.44	\$13.00	\$15.64	\$0.00	\$55.08
4	45	\$26.44	\$13.00	\$15.64	\$0.00	\$55.08
5	50	\$29.38	\$13.00	\$16.12	\$0.00	\$58.50
6	55	\$32.32	\$13.00	\$16.60	\$0.00	\$61.92
7	60	\$35.26	\$13.00	\$17.07	\$0.00	\$65.33
8	65	\$38.19	\$13.00	\$17.55	\$0.00	\$68.74
9	70	\$41.13	\$13.00	\$18.01	\$0.00	\$72.14
10	75	\$44.07	\$13.00	\$18.49	\$0.00	\$75.56

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$24.17	\$13.00	\$0.73	\$0.00	\$37.90
2	40	\$24.17	\$13.00	\$0.73	\$0.00	\$37.90
3	45	\$27.19	\$13.00	\$15.67	\$0.00	\$55.86
4	45	\$27.19	\$13.00	\$15.67	\$0.00	\$55.86
5	50	\$30.22	\$13.00	\$16.15	\$0.00	\$59.37
6	55	\$33.24	\$13.00	\$16.63	\$0.00	\$62.87
7	60	\$36.26	\$13.00	\$17.10	\$0.00	\$66.36
8	65	\$39.28	\$13.00	\$17.58	\$0.00	\$69.86
9	70	\$42.30	\$13.00	\$18.05	\$0.00	\$73.35
10	75	\$45.32	\$13.00	\$18.53	\$0.00	\$76.85

Notes :

App Prior 1/1/03; 30/35/40/45/50/55/65/70/75/80

Apprentice to Journeyworker Ratio:2:3***
ELEVATOR CONSTRUCTOR
ELEVATOR CONSTRUCTORS LOCAL 4

01/01/2022

\$65.62

\$16.03

\$20.21

\$0.00

\$101.86

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Effective Date - 01/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$32.81	\$16.03	\$0.00	\$0.00	\$48.84
2	55	\$36.09	\$16.03	\$20.21	\$0.00	\$72.33
3	65	\$42.65	\$16.03	\$20.21	\$0.00	\$78.89
4	70	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17
5	80	\$52.50	\$16.03	\$20.21	\$0.00	\$88.74

Notes:

Steps 1-2 are 6 mos.; Steps 3-5 are 1 year

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER <i>ELEVATOR CONSTRUCTORS LOCAL 4</i>	01/01/2022	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2021	\$41.43	\$9.10	\$17.57	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2022	\$47.18	\$14.00	\$16.05	\$0.00	\$77.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2022	\$48.72	\$14.00	\$16.05	\$0.00	\$78.77
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2022	\$23.33	\$14.00	\$16.05	\$0.00	\$53.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 103</i>	09/01/2022	\$58.76	\$13.00	\$20.86	\$0.00	\$92.62
	03/01/2023	\$60.43	\$13.00	\$20.91	\$0.00	\$94.34
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE <i>LOCAL 103</i> <i>/ COMMISSIONINGELECTRICIANS</i>	09/01/2022	\$46.42	\$13.00	\$18.87	\$0.00	\$78.29
	03/01/2023	\$48.34	\$13.00	\$19.01	\$0.00	\$80.35
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$42.53	\$14.25	\$16.05	\$0.00	\$72.83
	12/01/2022	\$43.54	\$14.25	\$16.05	\$0.00	\$73.84
	06/01/2023	\$44.56	\$14.25	\$16.05	\$0.00	\$74.86
	12/01/2023	\$45.57	\$14.25	\$16.05	\$0.00	\$75.87
	06/01/2024	\$46.63	\$14.25	\$16.05	\$0.00	\$76.93
	12/01/2024	\$47.81	\$14.25	\$16.05	\$0.00	\$78.11
	06/01/2025	\$48.87	\$14.25	\$16.05	\$0.00	\$79.17
	12/01/2025	\$50.04	\$14.25	\$16.05	\$0.00	\$80.34
	06/01/2026	\$51.10	\$14.25	\$16.05	\$0.00	\$81.40
	12/01/2026	\$52.28	\$14.25	\$16.05	\$0.00	\$82.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2021	\$24.50	\$9.10	\$17.57	\$0.00	\$51.17

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE I</i>	03/01/2022	\$49.93	\$8.68	\$20.27	\$0.00	\$78.88
Apprentice - FLOORCOVERER - Local 2168 Zone I Effective Date - 03/01/2022						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.97	\$8.68	\$1.79	\$0.00	\$35.44
2	55	\$27.46	\$8.68	\$1.79	\$0.00	\$37.93
3	60	\$29.96	\$8.68	\$14.90	\$0.00	\$53.54
4	65	\$32.45	\$8.68	\$14.90	\$0.00	\$56.03
5	70	\$34.95	\$8.68	\$16.69	\$0.00	\$60.32
6	75	\$37.45	\$8.68	\$16.69	\$0.00	\$62.82
7	80	\$39.94	\$8.68	\$18.48	\$0.00	\$67.10
8	85	\$42.44	\$8.68	\$18.48	\$0.00	\$69.60
<div> Notes: Steps are 750 hrs. % After 10/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps) Step 1&2 \$32.94/ 3&4 \$39.66/ 5&6 \$60.32/ 7&8 \$67.10 </div>						
Apprentice to Journeyworker Ratio:1:1						
FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i>						
	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i>						
	06/01/2022	\$34.26	\$14.25	\$16.05	\$0.00	\$64.56
	12/01/2022	\$35.08	\$14.25	\$16.05	\$0.00	\$65.38
	06/01/2023	\$35.90	\$14.25	\$16.05	\$0.00	\$66.20
	12/01/2023	\$36.72	\$14.25	\$16.05	\$0.00	\$67.02
	06/01/2024	\$37.57	\$14.25	\$16.05	\$0.00	\$67.87
	12/01/2024	\$38.52	\$14.25	\$16.05	\$0.00	\$68.82
	06/01/2025	\$39.37	\$14.25	\$16.05	\$0.00	\$69.67
	12/01/2025	\$40.32	\$14.25	\$16.05	\$0.00	\$70.62
	06/01/2026	\$41.18	\$14.25	\$16.05	\$0.00	\$71.48
	12/01/2026	\$42.13	\$14.25	\$16.05	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 35 (ZONE 1)</i>	07/01/2022	\$50.15	\$8.65	\$23.05	\$0.00	\$81.85
	01/01/2023	\$51.35	\$8.65	\$23.05	\$0.00	\$83.05
	07/01/2023	\$52.55	\$8.65	\$23.05	\$0.00	\$84.25
	01/01/2024	\$53.75	\$8.65	\$23.05	\$0.00	\$85.45
	07/01/2024	\$54.95	\$8.65	\$23.05	\$0.00	\$86.65
	01/01/2025	\$56.15	\$8.65	\$23.05	\$0.00	\$87.85

Apprentice - GLAZIER - Local 35 Zone 1

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.08	\$8.65	\$0.00	\$0.00	\$33.73
2	55	\$27.58	\$8.65	\$6.27	\$0.00	\$42.50
3	60	\$30.09	\$8.65	\$6.84	\$0.00	\$45.58
4	65	\$32.60	\$8.65	\$7.41	\$0.00	\$48.66
5	70	\$35.11	\$8.65	\$19.63	\$0.00	\$63.39
6	75	\$37.61	\$8.65	\$20.20	\$0.00	\$66.46
7	80	\$40.12	\$8.65	\$20.77	\$0.00	\$69.54
8	90	\$45.14	\$8.65	\$21.91	\$0.00	\$75.70

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.68	\$8.65	\$0.00	\$0.00	\$34.33
2	55	\$28.24	\$8.65	\$6.27	\$0.00	\$43.16
3	60	\$30.81	\$8.65	\$6.84	\$0.00	\$46.30
4	65	\$33.38	\$8.65	\$7.41	\$0.00	\$49.44
5	70	\$35.95	\$8.65	\$19.63	\$0.00	\$64.23
6	75	\$38.51	\$8.65	\$20.20	\$0.00	\$67.36
7	80	\$41.08	\$8.65	\$20.77	\$0.00	\$70.50
8	90	\$46.22	\$8.65	\$21.91	\$0.00	\$76.78

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

HOISTING ENGINEER/CRANES/GRADALLS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 06/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$28.81	\$14.00	\$0.00	\$0.00	\$42.81
2	60	\$31.43	\$14.00	\$16.05	\$0.00	\$61.48
3	65	\$34.05	\$14.00	\$16.05	\$0.00	\$64.10
4	70	\$36.67	\$14.00	\$16.05	\$0.00	\$66.72
5	75	\$39.29	\$14.00	\$16.05	\$0.00	\$69.34
6	80	\$41.90	\$14.00	\$16.05	\$0.00	\$71.95
7	85	\$44.52	\$14.00	\$16.05	\$0.00	\$74.57
8	90	\$47.14	\$14.00	\$16.05	\$0.00	\$77.19

Effective Date - 12/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$29.50	\$14.25	\$0.00	\$0.00	\$43.75
2	60	\$32.18	\$14.25	\$16.05	\$0.00	\$62.48
3	65	\$34.86	\$14.25	\$16.05	\$0.00	\$65.16
4	70	\$37.54	\$14.25	\$16.05	\$0.00	\$67.84
5	75	\$40.22	\$14.25	\$16.05	\$0.00	\$70.52
6	80	\$42.90	\$14.25	\$16.05	\$0.00	\$73.20
7	85	\$45.59	\$14.25	\$16.05	\$0.00	\$75.89
8	90	\$48.27	\$14.25	\$16.05	\$0.00	\$78.57

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17 - A	02/01/2022	\$53.70	\$13.80	\$25.60	\$2.79	\$95.89
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 103	09/01/2022	\$58.76	\$13.00	\$20.86	\$0.00	\$92.62
	03/01/2023	\$60.43	\$13.00	\$20.91	\$0.00	\$94.34
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 17 - A	02/01/2022	\$53.70	\$13.80	\$25.60	\$2.79	\$95.89
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING - WATER) PIPEFITTERS LOCAL 537	03/01/2021	\$57.94	\$11.70	\$20.24	\$0.00	\$89.88
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC PIPEFITTERS LOCAL 537	03/01/2021	\$57.94	\$11.70	\$20.24	\$0.00	\$89.88
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS LABORERS - ZONE 1	06/01/2022	\$42.93	\$9.10	\$17.57	\$0.00	\$69.60
	12/01/2022	\$43.93	\$9.10	\$17.57	\$0.00	\$70.60
	06/01/2023	\$44.93	\$9.10	\$17.57	\$0.00	\$71.60
	12/01/2023	\$46.18	\$9.10	\$17.57	\$0.00	\$72.85
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2021	\$41.93	\$9.10	\$17.57	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	09/01/2022	\$53.85	\$13.80	\$17.14	\$0.00	\$84.79

Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Boston

Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.93	\$13.80	\$12.42	\$0.00	\$53.15
2	60	\$32.31	\$13.80	\$13.36	\$0.00	\$59.47
3	70	\$37.70	\$13.80	\$14.31	\$0.00	\$65.81
4	80	\$43.08	\$13.80	\$15.25	\$0.00	\$72.13

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (BOSTON AREA)</i>	09/16/2022	\$51.59	\$8.25	\$26.70	\$0.00	\$86.54
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Apprentice - IRONWORKER - Local 7 Boston

Effective Date - 09/16/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$30.95	\$8.25	\$26.70	\$0.00	\$65.90
2	70	\$36.11	\$8.25	\$26.70	\$0.00	\$71.06
3	75	\$38.69	\$8.25	\$26.70	\$0.00	\$73.64
4	80	\$41.27	\$8.25	\$26.70	\$0.00	\$76.22
5	85	\$43.85	\$8.25	\$26.70	\$0.00	\$78.80
6	90	\$46.43	\$8.25	\$26.70	\$0.00	\$81.38

Notes:

** Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:**

JACKHAMMER & PAVING BREAKER OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
	12/01/2023	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35

For apprentice rates see "Apprentice- LABORER"

LABORER <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.18	\$9.10	\$17.57	\$0.00	\$68.85
	12/01/2022	\$43.18	\$9.10	\$17.57	\$0.00	\$69.85
	06/01/2023	\$44.18	\$9.10	\$17.57	\$0.00	\$70.85
	12/01/2023	\$45.43	\$9.10	\$17.57	\$0.00	\$72.10

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - LABORER - Zone 1						
Effective Date - 06/01/2022						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$25.31	\$9.10	\$17.57	\$0.00	\$51.98
2	70	\$29.53	\$9.10	\$17.57	\$0.00	\$56.20
3	80	\$33.74	\$9.10	\$17.57	\$0.00	\$60.41
4	90	\$37.96	\$9.10	\$17.57	\$0.00	\$64.63
Effective Date - 12/01/2022						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$25.91	\$9.10	\$17.57	\$0.00	\$52.58
2	70	\$30.23	\$9.10	\$17.57	\$0.00	\$56.90
3	80	\$34.54	\$9.10	\$17.57	\$0.00	\$61.21
4	90	\$38.86	\$9.10	\$17.57	\$0.00	\$65.53
Notes:						
Apprentice to Journeyworker Ratio:1:5						
LABORER (HEAVY & HIGHWAY)	12/01/2021	\$41.18	\$9.10	\$17.57	\$0.00	\$67.85
LABORERS - ZONE 1 (HEAVY & HIGHWAY)						

Apprentice - LABORER (Heavy & Highway) - Zone 1						
Effective Date - 12/01/2021						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$24.71	\$9.10	\$17.57	\$0.00	\$51.38
2	70	\$28.83	\$9.10	\$17.57	\$0.00	\$55.50
3	80	\$32.94	\$9.10	\$17.57	\$0.00	\$59.61
4	90	\$37.06	\$9.10	\$17.57	\$0.00	\$63.73
Notes:						
Apprentice to Journeyworker Ratio:1:5						
LABORER: CARPENTER TENDER	06/01/2022	\$42.18	\$9.10	\$17.57	\$0.00	\$68.85
LABORERS - ZONE 1						
	12/01/2022	\$43.18	\$9.10	\$17.57	\$0.00	\$69.85
	06/01/2023	\$44.18	\$9.10	\$17.57	\$0.00	\$70.85
	12/01/2023	\$45.43	\$9.10	\$17.57	\$0.00	\$72.10
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER	06/01/2022	\$42.18	\$9.10	\$17.57	\$0.00	\$68.85
LABORERS - ZONE 1						
	12/01/2022	\$43.18	\$9.10	\$17.57	\$0.00	\$69.85
	06/01/2023	\$44.18	\$9.10	\$17.57	\$0.00	\$70.85
	12/01/2023	\$45.43	\$9.10	\$17.57	\$0.00	\$72.10
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
	12/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	12/01/2023	\$45.58	\$9.10	\$17.57	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
	06/01/2024	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2021	\$41.43	\$9.10	\$17.57	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.18	\$9.10	\$17.57	\$0.00	\$68.85
	12/01/2022	\$43.18	\$9.10	\$17.57	\$0.00	\$69.85
	06/01/2023	\$44.18	\$9.10	\$17.57	\$0.00	\$70.85
	12/01/2023	\$45.43	\$9.10	\$17.57	\$0.00	\$72.10
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.18	\$9.10	\$17.57	\$0.00	\$68.85
	12/01/2022	\$43.18	\$9.10	\$17.57	\$0.00	\$69.85
	06/01/2023	\$44.18	\$9.10	\$17.57	\$0.00	\$70.85
	12/01/2023	\$45.43	\$9.10	\$17.57	\$0.00	\$72.10
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
	12/01/2023	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2021	\$41.43	\$9.10	\$17.57	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	08/01/2022	\$45.29	\$11.49	\$20.37	\$0.00	\$77.15
	02/01/2023	\$46.25	\$11.49	\$20.37	\$0.00	\$78.11
	08/01/2023	\$47.89	\$11.49	\$20.37	\$0.00	\$79.75
	02/01/2024	\$48.89	\$11.49	\$20.37	\$0.00	\$80.75
	08/01/2024	\$50.57	\$11.49	\$20.37	\$0.00	\$82.43
	02/01/2025	\$51.61	\$11.49	\$20.37	\$0.00	\$83.47
	08/01/2025	\$53.33	\$11.49	\$20.37	\$0.00	\$85.19
	02/01/2026	\$54.41	\$11.49	\$20.37	\$0.00	\$86.27
	08/01/2026	\$56.17	\$11.49	\$20.37	\$0.00	\$88.03
	02/01/2027	\$57.29	\$11.49	\$20.37	\$0.00	\$89.15

Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile**Effective Date -** 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.65	\$11.49	\$20.37	\$0.00	\$54.51
2	60	\$27.17	\$11.49	\$20.37	\$0.00	\$59.03
3	70	\$31.70	\$11.49	\$20.37	\$0.00	\$63.56
4	80	\$36.23	\$11.49	\$20.37	\$0.00	\$68.09
5	90	\$40.76	\$11.49	\$20.37	\$0.00	\$72.62

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.13	\$11.49	\$20.37	\$0.00	\$54.99
2	60	\$27.75	\$11.49	\$20.37	\$0.00	\$59.61
3	70	\$32.38	\$11.49	\$20.37	\$0.00	\$64.24
4	80	\$37.00	\$11.49	\$20.37	\$0.00	\$68.86
5	90	\$41.63	\$11.49	\$20.37	\$0.00	\$73.49

Notes:**Apprentice to Journeyworker Ratio:1:3**

MARBLE MASONS, TILELAYERS & TERRAZZO MECH

BRICKLAYERS LOCAL 3 - MARBLE & TILE

08/01/2022	\$59.17	\$11.49	\$22.31	\$0.00	\$92.97
02/01/2023	\$60.37	\$11.49	\$22.31	\$0.00	\$94.17
08/01/2023	\$62.42	\$11.49	\$22.31	\$0.00	\$96.22
02/01/2024	\$63.67	\$11.49	\$22.31	\$0.00	\$97.47
08/01/2024	\$65.77	\$11.49	\$22.31	\$0.00	\$99.57
02/01/2025	\$67.07	\$11.49	\$22.31	\$0.00	\$100.87
08/01/2025	\$69.22	\$11.49	\$22.31	\$0.00	\$103.02
02/01/2026	\$70.57	\$11.49	\$22.31	\$0.00	\$104.37
08/01/2026	\$72.77	\$11.49	\$22.31	\$0.00	\$106.57
02/01/2027	\$74.17	\$11.49	\$22.31	\$0.00	\$107.97

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.59	\$11.49	\$22.31	\$0.00	\$63.39
2	60	\$35.50	\$11.49	\$22.31	\$0.00	\$69.30
3	70	\$41.42	\$11.49	\$22.31	\$0.00	\$75.22
4	80	\$47.34	\$11.49	\$22.31	\$0.00	\$81.14
5	90	\$53.25	\$11.49	\$22.31	\$0.00	\$87.05

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.19	\$11.49	\$22.31	\$0.00	\$63.99
2	60	\$36.22	\$11.49	\$22.31	\$0.00	\$70.02
3	70	\$42.26	\$11.49	\$22.31	\$0.00	\$76.06
4	80	\$48.30	\$11.49	\$22.31	\$0.00	\$82.10
5	90	\$54.33	\$11.49	\$22.31	\$0.00	\$88.13

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES)	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
OPERATING ENGINEERS LOCAL 4	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANICS MAINTENANCE	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
OPERATING ENGINEERS LOCAL 4	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 1)	01/03/2022	\$45.52	\$8.58	\$21.57	\$0.00	\$75.67
MILLWRIGHTS LOCAL 1121 - Zone 1	01/02/2023	\$47.27	\$8.58	\$21.57	\$0.00	\$77.42

Classification		Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - MILLWRIGHT - Local 1121 Zone 1							
Effective Date - 01/03/2022							
Step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55		\$25.04	\$8.58	\$5.72	\$0.00	\$39.34
2	65		\$29.59	\$8.58	\$17.93	\$0.00	\$56.10
3	75		\$34.14	\$8.58	\$18.98	\$0.00	\$61.70
4	85		\$38.69	\$8.58	\$20.01	\$0.00	\$67.28
Effective Date - 01/02/2023							
Step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55		\$26.00	\$8.58	\$5.72	\$0.00	\$40.30
2	65		\$30.73	\$8.58	\$17.93	\$0.00	\$57.24
3	75		\$35.45	\$8.58	\$18.98	\$0.00	\$63.01
4	85		\$40.18	\$8.58	\$20.01	\$0.00	\$68.77
<div>Notes: Step 1&2 Appr. indentured after 1/6/2020 receive no pension, but do receive annuity. (Step 1 \$5.72, Step 2 \$6.66) Steps are 2,000 hours</div>							
Apprentice to Journeyworker Ratio:1:4							
MORTAR MIXER			06/01/2022	\$42.43	\$9.10	\$17.57	\$69.10
LABORERS - ZONE 1			12/01/2022	\$43.43	\$9.10	\$17.57	\$70.10
			06/01/2023	\$44.43	\$9.10	\$17.57	\$71.10
			12/01/2023	\$45.68	\$9.10	\$17.57	\$72.35
For apprentice rates see "Apprentice- LABORER"							
OILER (OTHER THAN TRUCK CRANES,GRADALLS)			06/01/2022	\$23.80	\$14.25	\$16.05	\$54.10
OPERATING ENGINEERS LOCAL 4			12/01/2022	\$24.37	\$14.25	\$16.05	\$54.67
			06/01/2023	\$24.94	\$14.25	\$16.05	\$55.24
			12/01/2023	\$25.51	\$14.25	\$16.05	\$55.81
			06/01/2024	\$26.11	\$14.25	\$16.05	\$56.41
			12/01/2024	\$26.77	\$14.25	\$16.05	\$57.07
			06/01/2025	\$27.37	\$14.25	\$16.05	\$57.67
			12/01/2025	\$28.03	\$14.25	\$16.05	\$58.33
			06/01/2026	\$28.62	\$14.25	\$16.05	\$58.92
			12/01/2026	\$29.29	\$14.25	\$16.05	\$59.59
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
OILER (TRUCK CRANES, GRADALLS)			06/01/2022	\$28.88	\$14.25	\$16.05	\$59.18
OPERATING ENGINEERS LOCAL 4			12/01/2022	\$29.57	\$14.25	\$16.05	\$59.87
			06/01/2023	\$30.27	\$14.25	\$16.05	\$60.57
			12/01/2023	\$30.96	\$14.25	\$16.05	\$61.26
			06/01/2024	\$31.68	\$14.25	\$16.05	\$61.98
			12/01/2024	\$32.48	\$14.25	\$16.05	\$62.78
			06/01/2025	\$33.20	\$14.25	\$16.05	\$63.50
			12/01/2025	\$34.00	\$14.25	\$16.05	\$64.30
			06/01/2026	\$34.72	\$14.25	\$16.05	\$65.02
			12/01/2026	\$35.52	\$14.25	\$16.05	\$65.82

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE I</i>	07/01/2022	\$54.86	\$8.65	\$23.05	\$0.00	\$86.56
	01/01/2023	\$56.06	\$8.65	\$23.05	\$0.00	\$87.76
	07/01/2023	\$57.26	\$8.65	\$23.05	\$0.00	\$88.96
	01/01/2024	\$58.46	\$8.65	\$23.05	\$0.00	\$90.16
	07/01/2024	\$59.66	\$8.65	\$23.05	\$0.00	\$91.36
	01/01/2025	\$60.86	\$8.65	\$23.05	\$0.00	\$92.56

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.43	\$8.65	\$0.00	\$0.00	\$36.08
2	55	\$30.17	\$8.65	\$6.27	\$0.00	\$45.09
3	60	\$32.92	\$8.65	\$6.84	\$0.00	\$48.41
4	65	\$35.66	\$8.65	\$7.41	\$0.00	\$51.72
5	70	\$38.40	\$8.65	\$19.63	\$0.00	\$66.68
6	75	\$41.15	\$8.65	\$20.20	\$0.00	\$70.00
7	80	\$43.89	\$8.65	\$20.77	\$0.00	\$73.31
8	90	\$49.37	\$8.65	\$21.91	\$0.00	\$79.93

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.03	\$8.65	\$0.00	\$0.00	\$36.68
2	55	\$30.83	\$8.65	\$6.27	\$0.00	\$45.75
3	60	\$33.64	\$8.65	\$6.84	\$0.00	\$49.13
4	65	\$36.44	\$8.65	\$7.41	\$0.00	\$52.50
5	70	\$39.24	\$8.65	\$19.63	\$0.00	\$67.52
6	75	\$42.05	\$8.65	\$20.20	\$0.00	\$70.90
7	80	\$44.85	\$8.65	\$20.77	\$0.00	\$74.27
8	90	\$50.45	\$8.65	\$21.91	\$0.00	\$81.01

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Painter (Spray or Sandblast, New) *	07/01/2022	\$51.55	\$8.65	\$23.05	\$0.00	\$83.25
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 1</i>	01/01/2023	\$52.75	\$8.65	\$23.05	\$0.00	\$84.45
	07/01/2023	\$53.95	\$8.65	\$23.05	\$0.00	\$85.65
	01/01/2024	\$55.15	\$8.65	\$23.05	\$0.00	\$86.85
	07/01/2024	\$56.35	\$8.65	\$23.05	\$0.00	\$88.05
	01/01/2025	\$57.55	\$8.65	\$23.05	\$0.00	\$89.25

Apprentice - PAINTER Local 35 Zone 1 - Spray/Sandblast - New

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.78	\$8.65	\$0.00	\$0.00	\$34.43
2	55	\$28.35	\$8.65	\$6.27	\$0.00	\$43.27
3	60	\$30.93	\$8.65	\$6.84	\$0.00	\$46.42
4	65	\$33.51	\$8.65	\$7.41	\$0.00	\$49.57
5	70	\$36.09	\$8.65	\$19.63	\$0.00	\$64.37
6	75	\$38.66	\$8.65	\$20.20	\$0.00	\$67.51
7	80	\$41.24	\$8.65	\$20.77	\$0.00	\$70.66
8	90	\$46.40	\$8.65	\$21.91	\$0.00	\$76.96

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.38	\$8.65	\$0.00	\$0.00	\$35.03
2	55	\$29.01	\$8.65	\$6.27	\$0.00	\$43.93
3	60	\$31.65	\$8.65	\$6.84	\$0.00	\$47.14
4	65	\$34.29	\$8.65	\$7.41	\$0.00	\$50.35
5	70	\$36.93	\$8.65	\$19.63	\$0.00	\$65.21
6	75	\$39.56	\$8.65	\$20.20	\$0.00	\$68.41
7	80	\$42.20	\$8.65	\$20.77	\$0.00	\$71.62
8	90	\$47.48	\$8.65	\$21.91	\$0.00	\$78.04

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Painter (Spray or Sandblast, Repaint)	07/01/2022	\$49.61	\$8.65	\$23.05	\$0.00	\$81.31
<i>PAINTERS LOCAL 35 - ZONE 1</i>	01/01/2023	\$50.81	\$8.65	\$23.05	\$0.00	\$82.51
	07/01/2023	\$52.01	\$8.65	\$23.05	\$0.00	\$83.71
	01/01/2024	\$53.21	\$8.65	\$23.05	\$0.00	\$84.91
	01/01/2025	\$55.61	\$8.65	\$23.05	\$0.00	\$87.31
	07/01/2025	\$54.41	\$8.65	\$23.05	\$0.00	\$86.11

Apprentice - PAINTER Local 35 Zone 1 - Spray/Sandblast - Repaint**Effective Date - 07/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.81	\$8.65	\$0.00	\$0.00	\$33.46
2	55	\$27.29	\$8.65	\$6.27	\$0.00	\$42.21
3	60	\$29.77	\$8.65	\$6.84	\$0.00	\$45.26
4	65	\$32.25	\$8.65	\$7.41	\$0.00	\$48.31
5	70	\$34.73	\$8.65	\$19.63	\$0.00	\$63.01
6	75	\$37.21	\$8.65	\$20.20	\$0.00	\$66.06
7	80	\$39.69	\$8.65	\$20.77	\$0.00	\$69.11
8	90	\$44.65	\$8.65	\$21.91	\$0.00	\$75.21

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.41	\$8.65	\$0.00	\$0.00	\$34.06
2	55	\$27.95	\$8.65	\$6.27	\$0.00	\$42.87
3	60	\$30.49	\$8.65	\$6.84	\$0.00	\$45.98
4	65	\$33.03	\$8.65	\$7.41	\$0.00	\$49.09
5	70	\$35.57	\$8.65	\$19.63	\$0.00	\$63.85
6	75	\$38.11	\$8.65	\$20.20	\$0.00	\$66.96
7	80	\$40.65	\$8.65	\$20.77	\$0.00	\$70.07
8	90	\$45.73	\$8.65	\$21.91	\$0.00	\$76.29

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *

* If 30% or more of surfaces to be painted are new construction,
NEW paint rate shall be used. *PAINTERS LOCAL 35 - ZONE 1*

07/01/2022	\$50.15	\$8.65	\$23.05	\$0.00	\$81.85
01/01/2023	\$51.35	\$8.65	\$23.05	\$0.00	\$83.05
07/01/2023	\$52.55	\$8.65	\$23.05	\$0.00	\$84.25
01/01/2024	\$53.75	\$8.65	\$23.05	\$0.00	\$85.45
07/01/2024	\$54.95	\$8.65	\$23.05	\$0.00	\$86.65
01/01/2025	\$56.15	\$8.65	\$23.05	\$0.00	\$87.85

Apprentice - PAINTER - Local 35 Zone 1 - BRUSH NEW**Effective Date - 07/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.08	\$8.65	\$0.00	\$0.00	\$33.73
2	55	\$27.58	\$8.65	\$6.27	\$0.00	\$42.50
3	60	\$30.09	\$8.65	\$6.84	\$0.00	\$45.58
4	65	\$32.60	\$8.65	\$7.41	\$0.00	\$48.66
5	70	\$35.11	\$8.65	\$19.63	\$0.00	\$63.39
6	75	\$37.61	\$8.65	\$20.20	\$0.00	\$66.46
7	80	\$40.12	\$8.65	\$20.77	\$0.00	\$69.54
8	90	\$45.14	\$8.65	\$21.91	\$0.00	\$75.70

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.68	\$8.65	\$0.00	\$0.00	\$34.33
2	55	\$28.24	\$8.65	\$4.13	\$0.00	\$41.02
3	60	\$30.81	\$8.65	\$4.50	\$0.00	\$43.96
4	65	\$33.38	\$8.65	\$4.88	\$0.00	\$46.91
5	70	\$35.95	\$8.65	\$16.90	\$0.00	\$61.50
6	75	\$38.51	\$8.65	\$17.28	\$0.00	\$64.44
7	80	\$41.08	\$8.65	\$17.65	\$0.00	\$67.38
8	90	\$46.22	\$8.65	\$18.40	\$0.00	\$73.27

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)

PAINTERS LOCAL 35 - ZONE 1

07/01/2022	\$48.21	\$8.65	\$23.05	\$0.00	\$79.91
01/01/2023	\$49.41	\$8.65	\$23.05	\$0.00	\$81.11
07/01/2023	\$50.61	\$8.65	\$23.05	\$0.00	\$82.31
01/01/2024	\$51.81	\$8.65	\$23.05	\$0.00	\$83.51
07/01/2024	\$53.01	\$8.65	\$23.05	\$0.00	\$84.71
01/01/2025	\$54.21	\$8.65	\$23.05	\$0.00	\$85.91

Apprentice - PAINTER Local 35 Zone 1 - BRUSH REPAINT

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.11	\$8.65	\$0.00	\$0.00	\$32.76
2	55	\$26.52	\$8.65	\$6.27	\$0.00	\$41.44
3	60	\$28.93	\$8.65	\$6.84	\$0.00	\$44.42
4	65	\$31.34	\$8.65	\$7.41	\$0.00	\$47.40
5	70	\$33.75	\$8.65	\$19.63	\$0.00	\$62.03
6	75	\$36.16	\$8.65	\$20.20	\$0.00	\$65.01
7	80	\$38.57	\$8.65	\$20.77	\$0.00	\$67.99
8	90	\$43.39	\$8.65	\$21.91	\$0.00	\$73.95

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.71	\$8.65	\$0.00	\$0.00	\$33.36
2	55	\$27.18	\$8.65	\$6.27	\$0.00	\$42.10
3	60	\$29.65	\$8.65	\$6.84	\$0.00	\$45.14
4	65	\$32.12	\$8.65	\$7.41	\$0.00	\$48.18
5	70	\$34.59	\$8.65	\$19.63	\$0.00	\$62.87
6	75	\$37.06	\$8.65	\$20.20	\$0.00	\$65.91
7	80	\$39.53	\$8.65	\$20.77	\$0.00	\$68.95
8	90	\$44.47	\$8.65	\$21.91	\$0.00	\$75.03

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2021	\$41.18	\$9.10	\$17.57	\$0.00	\$67.85
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2021	\$36.88	\$13.41	\$16.01	\$0.00	\$66.30
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
PILE DRIVER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - PILE DRIVER - Local 56 Zone 1

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.54	\$9.40	\$23.12	\$0.00	\$57.06
2	60	\$29.44	\$9.40	\$23.12	\$0.00	\$61.96
3	70	\$34.35	\$9.40	\$23.12	\$0.00	\$66.87
4	75	\$36.80	\$9.40	\$23.12	\$0.00	\$69.32
5	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78
6	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78
7	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68
8	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$34.01/ 3&4 \$41.46/ 5&6 \$62.80/ 7&8 \$69.25

Apprentice to Journeyworker Ratio:1:5

PIPEFITTER & STEAMFITTER	03/01/2021	\$57.94	\$11.70	\$20.24	\$0.00	\$89.88
PIPEFITTERS LOCAL 537						

Apprentice - PIPEFITTER - Local 537

Effective Date - 03/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$23.18	\$11.70	\$8.25	\$0.00	\$43.13
2	45	\$26.07	\$11.70	\$20.24	\$0.00	\$58.01
3	60	\$34.76	\$11.70	\$20.24	\$0.00	\$66.70
4	70	\$40.56	\$11.70	\$20.24	\$0.00	\$72.50
5	80	\$46.35	\$11.70	\$20.24	\$0.00	\$78.29

Notes:

** 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.
Refrig/AC Mechanic **1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)

Apprentice to Journeyworker Ratio:**

PIPELAYER	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
LABORERS - ZONE 1						
	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
	12/01/2023	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35

For apprentice rates see "Apprentice- LABORER"

PIPELAYER (HEAVY & HIGHWAY)	12/01/2021	\$41.43	\$9.10	\$17.57	\$0.00	\$68.10
LABORERS - ZONE 1 (HEAVY & HIGHWAY)						

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PLUMBERS & GASFITTERS	09/04/2022	\$63.49	\$14.07	\$18.36	\$0.00	\$95.92
PLUMBERS & GASFITTERS LOCAL 12	02/26/2023	\$65.19	\$14.07	\$18.36	\$0.00	\$97.62
	09/03/2023	\$66.94	\$14.07	\$18.36	\$0.00	\$99.37
	03/03/2024	\$68.74	\$14.07	\$18.36	\$0.00	\$101.17
	09/01/2024	\$70.54	\$14.07	\$18.36	\$0.00	\$102.97
	03/02/2025	\$72.34	\$14.07	\$18.36	\$0.00	\$104.77

Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 09/04/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$22.22	\$14.07	\$6.63	\$0.00	\$42.92
2	40	\$25.40	\$14.07	\$7.52	\$0.00	\$46.99
3	55	\$34.92	\$14.07	\$10.24	\$0.00	\$59.23
4	65	\$41.27	\$14.07	\$12.04	\$0.00	\$67.38
5	75	\$47.62	\$14.07	\$13.85	\$0.00	\$75.54

Effective Date - 02/26/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$22.82	\$14.07	\$6.63	\$0.00	\$43.52
2	40	\$26.08	\$14.07	\$7.52	\$0.00	\$47.67
3	55	\$35.85	\$14.07	\$10.24	\$0.00	\$60.16
4	65	\$42.37	\$14.07	\$12.04	\$0.00	\$68.48
5	75	\$48.89	\$14.07	\$13.85	\$0.00	\$76.81

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr
Step4 with lic\$69.00, Step5 with lic\$76.87

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.)	03/01/2021	\$57.94	\$11.70	\$20.24	\$0.00	\$89.88
PIPEFITTERS LOCAL 537						

For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

PNEUMATIC DRILL/TOOL OPERATOR	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
LABORERS - ZONE 1	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
	12/01/2023	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35

For apprentice rates see "Apprentice- LABORER"

PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)	12/01/2021	\$41.43	\$9.10	\$17.57	\$0.00	\$68.10
LABORERS - ZONE 1 (HEAVY & HIGHWAY)						

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

POWDERMAN & BLASTER	06/01/2022	\$43.18	\$9.10	\$17.57	\$0.00	\$69.85
LABORERS - ZONE 1	12/01/2022	\$44.18	\$9.10	\$17.57	\$0.00	\$70.85
	06/01/2023	\$45.18	\$9.10	\$17.57	\$0.00	\$71.85
	12/01/2023	\$46.43	\$9.10	\$17.57	\$0.00	\$73.10

For apprentice rates see "Apprentice- LABORER"

POWDERMAN & BLASTER (HEAVY & HIGHWAY)	12/01/2021	\$42.18	\$9.10	\$17.57	\$0.00	\$68.85
LABORERS - ZONE 1 (HEAVY & HIGHWAY)						

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$34.26	\$14.25	\$16.05	\$0.00	\$64.56
	12/01/2022	\$35.08	\$14.25	\$16.05	\$0.00	\$65.38
	06/01/2023	\$35.90	\$14.25	\$16.05	\$0.00	\$66.20
	12/01/2023	\$36.72	\$14.25	\$16.05	\$0.00	\$67.02
	06/01/2024	\$37.57	\$14.25	\$16.05	\$0.00	\$67.87
	12/01/2024	\$38.52	\$14.25	\$16.05	\$0.00	\$68.82
	06/01/2025	\$39.37	\$14.25	\$16.05	\$0.00	\$69.67
	12/01/2025	\$40.32	\$14.25	\$16.05	\$0.00	\$70.62
	06/01/2026	\$41.18	\$14.25	\$16.05	\$0.00	\$71.48
	12/01/2026	\$42.13	\$14.25	\$16.05	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS 170 - Rosenfeld (Walpole)</i>	05/01/2022	\$25.75	\$11.96	\$8.00	\$0.00	\$45.71
	01/01/2023	\$25.75	\$12.46	\$8.00	\$0.00	\$46.21
	05/01/2023	\$26.40	\$12.46	\$8.00	\$0.00	\$46.86
	01/01/2024	\$26.40	\$12.96	\$8.00	\$0.00	\$47.36
	05/01/2024	\$27.00	\$12.96	\$8.00	\$0.00	\$47.96
	01/01/2025	\$27.00	\$13.46	\$8.00	\$0.00	\$48.46
	05/01/2025	\$27.60	\$13.46	\$8.25	\$0.00	\$49.31
	01/01/2026	\$27.60	\$13.96	\$8.25	\$0.00	\$49.81

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
	12/01/2023	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35

For apprentice rates see "Apprentice- LABORER"

ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

ROOFER (Inc.Roofing Waterproofing &Roofing Damproofg) <i>ROOFERS LOCAL 33</i>	02/01/2022	\$47.03	\$12.28	\$19.45	\$0.00	\$78.76
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Apprentice - ROOFER - Local 33

Effective Date - 02/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.52	\$12.28	\$5.21	\$0.00	\$41.01
2	60	\$28.22	\$12.28	\$19.45	\$0.00	\$59.95
3	65	\$30.57	\$12.28	\$19.45	\$0.00	\$62.30
4	75	\$35.27	\$12.28	\$19.45	\$0.00	\$67.00
5	85	\$39.98	\$12.28	\$19.45	\$0.00	\$71.71

Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1
Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.
(Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER)

Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE <i>ROOFERS LOCAL 33</i>	02/01/2022	\$47.28	\$12.28	\$19.45	\$0.00	\$79.01
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For apprentice rates see "Apprentice- ROOFER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 17 - A</i>	02/01/2022	\$53.70	\$13.80	\$25.60	\$2.79	\$95.89

Apprentice - SHEET METAL WORKER - Local 17-A

Effective Date - 02/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$22.55	\$13.80	\$6.01	\$0.00	\$42.36
2	42	\$22.55	\$13.80	\$6.01	\$0.00	\$42.36
3	47	\$25.24	\$13.80	\$11.26	\$1.51	\$51.81
4	47	\$25.24	\$13.80	\$11.26	\$1.51	\$51.81
5	52	\$27.92	\$13.80	\$12.23	\$1.62	\$55.57
6	52	\$27.92	\$13.80	\$12.48	\$1.63	\$55.83
7	60	\$32.22	\$13.80	\$13.87	\$1.80	\$61.69
8	65	\$34.91	\$13.80	\$14.84	\$1.91	\$65.46
9	75	\$40.28	\$13.80	\$16.77	\$2.13	\$72.98
10	85	\$45.65	\$13.80	\$18.20	\$2.33	\$79.98

Notes:

Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2021	\$37.34	\$13.41	\$16.01	\$0.00	\$66.76
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2021	\$37.63	\$13.41	\$16.01	\$0.00	\$67.05
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1</i>	10/01/2022	\$65.56	\$15.50	\$22.10	\$0.00	\$103.16
	03/01/2023	\$67.26	\$15.50	\$22.10	\$0.00	\$104.86
	10/01/2023	\$69.01	\$15.50	\$22.10	\$0.00	\$106.61
	03/01/2024	\$70.81	\$15.50	\$22.10	\$0.00	\$108.41
	10/01/2024	\$72.61	\$15.50	\$22.10	\$0.00	\$110.21
	03/01/2025	\$74.41	\$15.50	\$22.10	\$0.00	\$112.01

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1
Effective Date - 10/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$22.95	\$15.50	\$9.60	\$0.00	\$48.05
2	40	\$26.22	\$15.50	\$9.60	\$0.00	\$51.32
3	45	\$29.50	\$15.50	\$9.60	\$0.00	\$54.60
4	50	\$32.78	\$15.50	\$9.60	\$0.00	\$57.88
5	55	\$36.06	\$15.50	\$9.60	\$0.00	\$61.16
6	60	\$39.34	\$15.50	\$11.10	\$0.00	\$65.94
7	65	\$42.61	\$15.50	\$11.10	\$0.00	\$69.21
8	70	\$45.89	\$15.50	\$11.10	\$0.00	\$72.49
9	75	\$49.17	\$15.50	\$11.10	\$0.00	\$75.77
10	80	\$52.45	\$15.50	\$11.10	\$0.00	\$79.05

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$23.54	\$15.50	\$9.60	\$0.00	\$48.64
2	40	\$26.90	\$15.50	\$9.60	\$0.00	\$52.00
3	45	\$30.27	\$15.50	\$9.60	\$0.00	\$55.37
4	50	\$33.63	\$15.50	\$9.60	\$0.00	\$58.73
5	55	\$36.99	\$15.50	\$9.60	\$0.00	\$62.09
6	60	\$40.36	\$15.50	\$11.10	\$0.00	\$66.96
7	65	\$43.72	\$15.50	\$11.10	\$0.00	\$70.32
8	70	\$47.08	\$15.50	\$11.10	\$0.00	\$73.68
9	75	\$50.45	\$15.50	\$11.10	\$0.00	\$77.05
10	80	\$53.81	\$15.50	\$11.10	\$0.00	\$80.41

Notes: Apprentice entered prior 9/30/10:
40/45/50/55/60/65/70/75/80/85
Steps are 850 hours

Apprentice to Journeyworker Ratio:1:3
STEAM BOILER OPERATOR
OPERATING ENGINEERS LOCAL 4

06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN OPERATING ENGINEERS LOCAL 4	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN ELECTRICIANS LOCAL 103	09/01/2022	\$46.42	\$13.00	\$18.87	\$0.00	\$78.29
	03/01/2023	\$48.34	\$13.00	\$19.01	\$0.00	\$80.35

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$20.89	\$13.00	\$0.63	\$0.00	\$34.52
2	45	\$20.89	\$13.00	\$0.63	\$0.00	\$34.52
3	50	\$23.21	\$13.00	\$15.13	\$0.00	\$51.34
4	50	\$23.21	\$13.00	\$15.13	\$0.00	\$51.34
5	55	\$25.53	\$13.00	\$15.51	\$0.00	\$54.04
6	60	\$27.85	\$13.00	\$15.88	\$0.00	\$56.73
7	65	\$30.17	\$13.00	\$16.26	\$0.00	\$59.43
8	70	\$32.49	\$13.00	\$16.62	\$0.00	\$62.11
9	75	\$34.82	\$13.00	\$17.00	\$0.00	\$64.82
10	80	\$37.14	\$13.00	\$17.37	\$0.00	\$67.51

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$21.75	\$13.00	\$0.65	\$0.00	\$35.40
2	45	\$21.75	\$13.00	\$0.65	\$0.00	\$35.40
3	50	\$24.17	\$13.00	\$15.20	\$0.00	\$52.37
4	50	\$24.17	\$13.00	\$15.20	\$0.00	\$52.37
5	55	\$26.59	\$13.00	\$15.58	\$0.00	\$55.17
6	60	\$29.00	\$13.00	\$15.96	\$0.00	\$57.96
7	65	\$31.42	\$13.00	\$16.34	\$0.00	\$60.76
8	70	\$33.84	\$13.00	\$16.73	\$0.00	\$63.57
9	75	\$36.26	\$13.00	\$17.11	\$0.00	\$66.37
10	80	\$38.67	\$13.00	\$17.48	\$0.00	\$69.15

Notes:

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TERRAZZO FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	08/01/2022	\$58.09	\$11.49	\$22.34	\$0.00	\$91.92
	02/01/2023	\$59.29	\$11.49	\$22.34	\$0.00	\$93.12
	08/01/2023	\$61.34	\$11.49	\$22.34	\$0.00	\$95.17
	02/01/2024	\$62.59	\$11.49	\$22.34	\$0.00	\$96.42
	08/01/2024	\$64.69	\$11.49	\$22.34	\$0.00	\$98.52
	02/01/2025	\$65.99	\$11.49	\$22.34	\$0.00	\$99.82
	08/01/2025	\$68.14	\$11.49	\$22.34	\$0.00	\$101.97
	02/01/2026	\$69.49	\$11.49	\$22.34	\$0.00	\$103.32
	08/01/2026	\$71.69	\$11.49	\$22.34	\$0.00	\$105.52
	02/01/2027	\$73.09	\$11.49	\$22.34	\$0.00	\$106.92

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.05	\$11.49	\$22.34	\$0.00	\$62.88
2	60	\$34.85	\$11.49	\$22.34	\$0.00	\$68.68
3	70	\$40.66	\$11.49	\$22.34	\$0.00	\$74.49
4	80	\$46.47	\$11.49	\$22.34	\$0.00	\$80.30
5	90	\$52.28	\$11.49	\$22.34	\$0.00	\$86.11

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.65	\$11.49	\$22.34	\$0.00	\$63.48
2	60	\$35.57	\$11.49	\$22.34	\$0.00	\$69.40
3	70	\$41.50	\$11.49	\$22.34	\$0.00	\$75.33
4	80	\$47.43	\$11.49	\$22.34	\$0.00	\$81.26
5	90	\$53.36	\$11.49	\$22.34	\$0.00	\$87.19

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$42.58	\$9.10	\$17.72	\$0.00	\$69.40
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.30	\$9.10	\$17.72	\$0.00	\$68.12
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2021	\$37.92	\$13.41	\$16.01	\$0.00	\$67.34
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2021	\$53.41	\$9.10	\$18.17	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2021	\$55.41	\$9.10	\$18.17	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2021	\$45.48	\$9.10	\$18.17	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2021	\$47.48	\$9.10	\$18.17	\$0.00	\$74.75
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2021	\$37.34	\$13.41	\$16.01	\$0.00	\$66.76
WAGON DRILL OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
	12/01/2023	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2021	\$41.43	\$9.10	\$17.57	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WATER METER INSTALLER <i>PLUMBERS & GASFITTERS LOCAL 12</i>	09/04/2022	\$63.49	\$14.07	\$18.36	\$0.00	\$95.92
	02/26/2023	\$65.19	\$14.07	\$18.36	\$0.00	\$97.62
	09/03/2023	\$66.94	\$14.07	\$18.36	\$0.00	\$99.37
	03/03/2024	\$68.74	\$14.07	\$18.36	\$0.00	\$101.17
	09/01/2024	\$70.54	\$14.07	\$18.36	\$0.00	\$102.97
	03/02/2025	\$72.34	\$14.07	\$18.36	\$0.00	\$104.77
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

** Multiple ratios are listed in the comment field.

*** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

**** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.



CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF LABOR STANDARDS

Prevailing Wage Rates

**As determined by the Director under the provisions of the
Massachusetts General Laws, Chapter 149, Sections 26 to 27H**

ROSALIN ACOSTA
Secretary

MICHAEL FLANAGAN
Director

Awarding Authority: MBTA
Contract Number: R90CN02 **City/Town:** DEERFIELD
Description of Work: Work consists of replacing existing and installing new concrete sidewalk, pavement, and pedestrian ramps systemwide, on an as-needed basis.
Job Location: Various

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- **The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor.** For multi-year CM AT RISK projects, the awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. The annual update requirement is not applicable to 27F "rental of equipment" contracts. **The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.**
- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or a sub-contractor.
- Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.**
- Every contractor or subcontractor working on the construction project must submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. For a sample payroll reporting form go to <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Contractors must obtain the wage schedules from awarding authorities. Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$35.95	\$13.41	\$16.01	\$0.00	\$65.37
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.14	\$13.41	\$16.01	\$0.00	\$65.56
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$33.75	\$9.10	\$16.19	\$0.00	\$59.04
	12/01/2022	\$34.38	\$9.10	\$16.19	\$0.00	\$59.67
	06/01/2023	\$35.00	\$9.10	\$16.19	\$0.00	\$60.29
	12/01/2023	\$35.63	\$9.10	\$16.19	\$0.00	\$60.92
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2021	\$33.25	\$9.10	\$14.01	\$0.00	\$56.36
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS WORKER (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	12/01/2020	\$34.29	\$12.80	\$8.95	\$0.00	\$56.04
ASPHALT RAKER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$33.25	\$9.10	\$16.19	\$0.00	\$58.54
	12/01/2022	\$33.88	\$9.10	\$16.19	\$0.00	\$59.17
	06/01/2023	\$34.50	\$9.10	\$16.19	\$0.00	\$59.79
	12/01/2023	\$35.13	\$9.10	\$16.19	\$0.00	\$60.42
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2021	\$32.75	\$9.10	\$14.01	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$38.74	\$12.47	\$14.50	\$0.00	\$65.71
	12/01/2022	\$39.62	\$12.47	\$14.50	\$0.00	\$66.59
	06/01/2023	\$40.57	\$12.47	\$14.50	\$0.00	\$67.54
	12/01/2023	\$41.52	\$12.47	\$14.50	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$38.74	\$12.47	\$14.50	\$0.00	\$65.71
	12/01/2022	\$39.62	\$12.47	\$14.50	\$0.00	\$66.59
	06/01/2023	\$40.57	\$12.47	\$14.50	\$0.00	\$67.54
	12/01/2023	\$41.52	\$12.47	\$14.50	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$33.25	\$9.10	\$16.19	\$0.00	\$58.54
	12/01/2022	\$33.88	\$9.10	\$16.19	\$0.00	\$59.17
	06/01/2023	\$34.50	\$9.10	\$16.19	\$0.00	\$59.79
	12/01/2023	\$35.13	\$9.10	\$16.19	\$0.00	\$60.42
For apprentice rates see "Apprentice- LABORER"						
BATCH/CEMENT PLANT - ON SITE <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$38.21	\$12.47	\$14.50	\$0.00	\$65.18
	12/01/2022	\$39.09	\$12.47	\$14.50	\$0.00	\$66.06
	06/01/2023	\$40.04	\$12.47	\$14.50	\$0.00	\$67.01
	12/01/2023	\$40.99	\$12.47	\$14.50	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$33.75	\$9.10	\$16.19	\$0.00	\$59.04
	12/01/2022	\$34.38	\$9.10	\$16.19	\$0.00	\$59.67
	06/01/2023	\$35.00	\$9.10	\$16.19	\$0.00	\$60.29
	12/01/2023	\$35.63	\$9.10	\$16.19	\$0.00	\$60.92
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2021	\$33.25	\$9.10	\$14.01	\$0.00	\$56.36
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
2	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
3	70	\$32.27	\$7.07	\$12.59	\$0.00	\$51.93
4	75	\$34.58	\$7.07	\$13.49	\$0.00	\$55.14
5	80	\$36.88	\$7.07	\$14.38	\$0.00	\$58.33
6	85	\$39.19	\$7.07	\$15.29	\$0.00	\$61.55
7	90	\$41.49	\$7.07	\$16.18	\$0.00	\$64.74
8	95	\$43.80	\$7.07	\$17.09	\$0.00	\$67.96

Notes:

Apprentice to Journeyworker Ratio:1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)</i>	08/01/2022	\$47.56	\$11.49	\$20.37	\$0.00	\$79.42
	02/01/2023	\$48.76	\$11.49	\$20.37	\$0.00	\$80.62
	08/01/2023	\$50.81	\$11.49	\$20.37	\$0.00	\$82.67
	02/01/2024	\$52.06	\$11.49	\$20.37	\$0.00	\$83.92
	08/01/2024	\$53.31	\$11.49	\$20.37	\$0.00	\$85.17
	02/01/2025	\$54.61	\$11.49	\$20.37	\$0.00	\$86.47
	08/01/2025	\$56.76	\$11.49	\$20.37	\$0.00	\$88.62
	02/01/2026	\$58.11	\$11.49	\$20.37	\$0.00	\$89.97
	08/01/2026	\$60.31	\$11.49	\$20.37	\$0.00	\$92.17
	02/01/2027	\$61.71	\$11.49	\$20.37	\$0.00	\$93.57

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Springfield/Pittsfield

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.78	\$11.49	\$20.37	\$0.00	\$55.64
2	60	\$28.54	\$11.49	\$20.37	\$0.00	\$60.40
3	70	\$33.29	\$11.49	\$20.37	\$0.00	\$65.15
4	80	\$38.05	\$11.49	\$20.37	\$0.00	\$69.91
5	90	\$42.80	\$11.49	\$20.37	\$0.00	\$74.66

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.38	\$11.49	\$20.37	\$0.00	\$56.24
2	60	\$29.26	\$11.49	\$20.37	\$0.00	\$61.12
3	70	\$34.13	\$11.49	\$20.37	\$0.00	\$65.99
4	80	\$39.01	\$11.49	\$20.37	\$0.00	\$70.87
5	90	\$43.88	\$11.49	\$20.37	\$0.00	\$75.74

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/POWER SHOVEL/TREE SHREDDER	06/01/2022	\$38.74	\$12.47	\$14.50	\$0.00	\$65.71
/CLAM SHELL OPERATING	12/01/2022	\$39.62	\$12.47	\$14.50	\$0.00	\$66.59
ENGINEERS LOCAL 98	06/01/2023	\$40.57	\$12.47	\$14.50	\$0.00	\$67.54
	12/01/2023	\$41.52	\$12.47	\$14.50	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN	12/01/2021	\$42.33	\$9.10	\$17.72	\$0.00	\$69.15
LABORERS - FOUNDATION AND MARINE						
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
LABORERS - FOUNDATION AND MARINE						
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
LABORERS - FOUNDATION AND MARINE						
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR	06/01/2022	\$33.25	\$9.10	\$16.19	\$0.00	\$58.54
LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2022	\$33.88	\$9.10	\$16.19	\$0.00	\$59.17
	06/01/2023	\$34.50	\$9.10	\$16.19	\$0.00	\$59.79
	12/01/2023	\$35.13	\$9.10	\$16.19	\$0.00	\$60.42
For apprentice rates see "Apprentice- LABORER"						
CARPENTER	09/01/2022	\$39.82	\$7.16	\$18.15	\$0.00	\$65.13
CARPENTERS LOCAL 336 - HAMPDEN HAMPSHIRE FRANKLIN	03/01/2023	\$40.32	\$7.16	\$18.15	\$0.00	\$65.63

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - CARPENTER - Local 336 Hampden Hampshire Franklin
Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.91	\$7.16	\$1.38	\$0.00	\$28.45
2	60	\$23.89	\$7.16	\$1.38	\$0.00	\$32.43
3	70	\$27.87	\$7.16	\$13.95	\$0.00	\$48.98
4	75	\$29.87	\$7.16	\$13.95	\$0.00	\$50.98
5	80	\$31.86	\$7.16	\$15.35	\$0.00	\$54.37
6	80	\$31.86	\$7.16	\$15.35	\$0.00	\$54.37
7	90	\$35.84	\$7.16	\$16.75	\$0.00	\$59.75
8	90	\$35.84	\$7.16	\$16.75	\$0.00	\$59.75

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.16	\$7.16	\$1.38	\$0.00	\$28.70
2	60	\$24.19	\$7.16	\$1.38	\$0.00	\$32.73
3	70	\$28.22	\$7.16	\$13.95	\$0.00	\$49.33
4	75	\$30.24	\$7.16	\$13.95	\$0.00	\$51.35
5	80	\$32.26	\$7.16	\$15.35	\$0.00	\$54.77
6	80	\$32.26	\$7.16	\$15.35	\$0.00	\$54.77
7	90	\$36.29	\$7.16	\$16.75	\$0.00	\$60.20
8	90	\$36.29	\$7.16	\$16.75	\$0.00	\$60.20

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$26.70/ 3&4 \$43.29/ 5&6 \$50.73/ 7&8 \$56.17

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME	04/01/2022	\$23.66	\$7.21	\$4.80	\$0.00	\$35.67
CARPENTERS-ZONE 3 (Wood Frame)	04/01/2023	\$24.16	\$7.21	\$4.80	\$0.00	\$36.17

All Aspects of New Wood Frame Work

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - CARPENTER (Wood Frame) - Zone 3**Effective Date -** 04/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.20	\$7.21	\$0.00	\$0.00	\$21.41
2	60	\$14.20	\$7.21	\$0.00	\$0.00	\$21.41
3	65	\$15.38	\$7.21	\$0.00	\$0.00	\$22.59
4	70	\$16.56	\$7.21	\$0.00	\$0.00	\$23.77
5	75	\$17.75	\$7.21	\$3.80	\$0.00	\$28.76
6	80	\$18.93	\$7.21	\$3.80	\$0.00	\$29.94
7	85	\$20.11	\$7.21	\$3.80	\$0.00	\$31.12
8	90	\$21.29	\$7.21	\$3.80	\$0.00	\$32.30

Effective Date - 04/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.50	\$7.21	\$0.00	\$0.00	\$21.71
2	60	\$14.50	\$7.21	\$0.00	\$0.00	\$21.71
3	65	\$15.70	\$7.21	\$0.00	\$0.00	\$22.91
4	70	\$16.91	\$7.21	\$0.00	\$0.00	\$24.12
5	75	\$18.12	\$7.21	\$3.80	\$0.00	\$29.13
6	80	\$19.33	\$7.21	\$3.80	\$0.00	\$30.34
7	85	\$20.54	\$7.21	\$3.80	\$0.00	\$31.55
8	90	\$21.74	\$7.21	\$3.80	\$0.00	\$32.75

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$17.86/ 3&4 \$20.22/ 5&6 \$27.57/ 7&8 \$29.94

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING

01/01/2020

\$41.94

\$12.70

\$17.64

\$0.62

\$72.90

BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)

Apprentice - CEMENT MASONRY/PLASTERING - Springfield/Pittsfield**Effective Date -** 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.97	\$12.70	\$15.41	\$0.00	\$49.08
2	60	\$25.16	\$12.70	\$17.64	\$0.62	\$56.12
3	65	\$27.26	\$12.70	\$17.64	\$0.62	\$58.22
4	70	\$29.36	\$12.70	\$17.64	\$0.62	\$60.32
5	75	\$31.46	\$12.70	\$17.64	\$0.62	\$62.42
6	80	\$33.55	\$12.70	\$17.64	\$0.62	\$64.51
7	90	\$37.75	\$12.70	\$17.64	\$0.62	\$68.71

Notes:

Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$33.25	\$9.10	\$16.19	\$0.00	\$58.54
	12/01/2022	\$33.88	\$9.10	\$16.19	\$0.00	\$59.17
	06/01/2023	\$34.50	\$9.10	\$16.19	\$0.00	\$59.79
	12/01/2023	\$35.13	\$9.10	\$16.19	\$0.00	\$60.42
For apprentice rates see "Apprentice- LABORER"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$38.21	\$12.47	\$14.50	\$0.00	\$65.18
	12/01/2022	\$39.09	\$12.47	\$14.50	\$0.00	\$66.06
	06/01/2023	\$40.04	\$12.47	\$14.50	\$0.00	\$67.01
	12/01/2023	\$40.99	\$12.47	\$14.50	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CRANE OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$42.24	\$12.47	\$14.50	\$0.00	\$69.21
	12/01/2022	\$43.12	\$12.47	\$14.50	\$0.00	\$70.09
	06/01/2023	\$44.07	\$12.47	\$14.50	\$0.00	\$71.04
	12/01/2023	\$45.02	\$12.47	\$14.50	\$0.00	\$71.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 3</i>	07/01/2022	\$54.86	\$8.65	\$23.05	\$0.00	\$86.56
	01/01/2023	\$56.06	\$8.65	\$23.05	\$0.00	\$87.76
	07/01/2023	\$57.26	\$8.65	\$23.05	\$0.00	\$88.96
	01/01/2024	\$58.46	\$8.65	\$23.05	\$0.00	\$90.16
	07/01/2024	\$59.66	\$8.65	\$23.05	\$0.00	\$91.36
	01/01/2025	\$60.86	\$8.65	\$23.05	\$0.00	\$92.56

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.43	\$8.65	\$0.00	\$0.00	\$36.08
2	55	\$30.17	\$8.65	\$6.27	\$0.00	\$45.09
3	60	\$32.92	\$8.65	\$6.84	\$0.00	\$48.41
4	65	\$35.66	\$8.65	\$7.41	\$0.00	\$51.72
5	70	\$38.40	\$8.65	\$19.63	\$0.00	\$66.68
6	75	\$41.15	\$8.65	\$20.20	\$0.00	\$70.00
7	80	\$43.89	\$8.65	\$20.77	\$0.00	\$73.31
8	90	\$49.37	\$8.65	\$21.91	\$0.00	\$79.93

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.03	\$8.65	\$0.00	\$0.00	\$36.68
2	55	\$30.83	\$8.65	\$6.27	\$0.00	\$45.75
3	60	\$33.64	\$8.65	\$6.84	\$0.00	\$49.13
4	65	\$36.44	\$8.65	\$7.41	\$0.00	\$52.50
5	70	\$39.24	\$8.65	\$19.63	\$0.00	\$67.52
6	75	\$42.05	\$8.65	\$20.20	\$0.00	\$70.90
7	80	\$44.85	\$8.65	\$20.77	\$0.00	\$74.27
8	90	\$50.45	\$8.65	\$21.91	\$0.00	\$81.01

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN	06/01/2022	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	12/01/2023	\$45.58	\$9.10	\$17.57	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR	06/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2022	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	06/01/2023	\$45.33	\$9.10	\$17.57	\$0.00	\$72.00
	12/01/2023	\$46.58	\$9.10	\$17.57	\$0.00	\$73.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS	06/01/2022	\$43.08	\$9.10	\$17.57	\$0.00	\$69.75
LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2022	\$44.08	\$9.10	\$17.57	\$0.00	\$70.75
	06/01/2023	\$45.08	\$9.10	\$17.57	\$0.00	\$71.75
	12/01/2023	\$46.33	\$9.10	\$17.57	\$0.00	\$73.00
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	12/01/2022	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	06/01/2023	\$45.33	\$9.10	\$17.57	\$0.00	\$72.00
	12/01/2023	\$46.58	\$9.10	\$17.57	\$0.00	\$73.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$43.08	\$9.10	\$17.57	\$0.00	\$69.75
	12/01/2022	\$44.08	\$9.10	\$17.57	\$0.00	\$70.75
	06/01/2023	\$45.08	\$9.10	\$17.57	\$0.00	\$71.75
	12/01/2023	\$46.33	\$9.10	\$17.57	\$0.00	\$73.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
	12/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	12/01/2023	\$45.58	\$9.10	\$17.57	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) <i>DRAWBRIDGE - SEIU LOCAL 888</i>	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN (Including Core Drilling) <i>ELECTRICIANS LOCAL 7</i>	07/03/2022	\$46.41	\$12.25	\$13.69	\$0.00	\$72.35
	01/01/2023	\$47.01	\$12.50	\$13.96	\$0.00	\$73.47

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - ELECTRICIAN - Local 7

Effective Date - 07/03/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.56	\$7.35	\$0.56	\$0.00	\$26.47
2	45	\$20.88	\$7.35	\$0.63	\$0.00	\$28.86
3	50	\$23.21	\$12.25	\$7.20	\$0.00	\$42.66
4	55	\$25.53	\$12.25	\$7.27	\$0.00	\$45.05
5	65	\$30.17	\$12.25	\$9.14	\$0.00	\$51.56
6	70	\$32.49	\$12.25	\$10.37	\$0.00	\$55.11

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.80	\$7.50	\$0.56	\$0.00	\$26.86
2	45	\$21.15	\$7.50	\$0.63	\$0.00	\$29.28
3	50	\$23.51	\$12.50	\$7.26	\$0.00	\$43.27
4	55	\$25.86	\$12.50	\$7.33	\$0.00	\$45.69
5	65	\$30.56	\$12.50	\$9.27	\$0.00	\$52.33
6	70	\$32.91	\$12.50	\$10.54	\$0.00	\$55.95

Notes:

Steps 1-2 are 1000 hrs; Steps 3-6 are 1500 hrs.

Apprentice to Journeyworker Ratio:2:3****

ELEVATOR CONSTRUCTOR	01/01/2022	\$58.62	\$16.03	\$20.21	\$0.00	\$94.86
ELEVATOR CONSTRUCTORS LOCAL 41						

Apprentice - ELEVATOR CONSTRUCTOR - Local 41

Effective Date - 01/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.31	\$16.03	\$0.00	\$0.00	\$45.34
2	55	\$32.24	\$16.03	\$20.21	\$0.00	\$68.48
3	65	\$38.10	\$16.03	\$20.21	\$0.00	\$74.34
4	70	\$41.03	\$16.03	\$20.21	\$0.00	\$77.27
5	80	\$46.90	\$16.03	\$20.21	\$0.00	\$83.14

Notes:

Steps 1-2 are 6 mos.; Steps 3-5 are 1 year

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER	01/01/2022	\$41.03	\$16.03	\$20.21	\$0.00	\$77.27
ELEVATOR CONSTRUCTORS LOCAL 41						

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)	12/01/2021	\$32.75	\$9.10	\$14.01	\$0.00	\$55.86
LABORERS - ZONE 3 (HEAVY & HIGHWAY)						

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.INST/ROD-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$18.84	\$4.80	\$4.10	\$0.00	\$27.74
FIELD ENG.PARTY CHIEF:BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$21.33	\$4.80	\$4.10	\$0.00	\$30.23
FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$22.33	\$4.80	\$4.10	\$0.00	\$31.23
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 7</i>	07/03/2022	\$46.41	\$12.25	\$13.69	\$0.00	\$72.35
For apprentice rates see "Apprentice- ELECTRICIAN"	01/01/2023	\$47.01	\$12.50	\$13.96	\$0.00	\$73.47
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS LOCAL 7</i>	07/03/2022	\$46.41	\$12.25	\$13.69	\$0.00	\$72.35
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"	01/01/2023	\$47.01	\$12.50	\$13.96	\$0.00	\$73.47
FIREMAN <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$38.21	\$12.47	\$14.50	\$0.00	\$65.18
	12/01/2022	\$39.09	\$12.47	\$14.50	\$0.00	\$66.06
	06/01/2023	\$40.04	\$12.47	\$14.50	\$0.00	\$67.01
	12/01/2023	\$40.99	\$12.47	\$14.50	\$0.00	\$67.96

Apprentice - OPERATING ENGINEERS - Local 98 Class 3

Effective Date - 06/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.93	\$12.47	\$14.50	\$0.00	\$49.90
2	70	\$26.75	\$12.47	\$14.50	\$0.00	\$53.72
3	80	\$30.57	\$12.47	\$14.50	\$0.00	\$57.54
4	90	\$34.39	\$12.47	\$14.50	\$0.00	\$61.36

Effective Date - 12/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.45	\$12.47	\$14.50	\$0.00	\$50.42
2	70	\$27.36	\$12.47	\$14.50	\$0.00	\$54.33
3	80	\$31.27	\$12.47	\$14.50	\$0.00	\$58.24
4	90	\$35.18	\$12.47	\$14.50	\$0.00	\$62.15

Notes:

Steps 1-2 are 1000 hrs.; Steps 3-4 are 2000 hrs.

Apprentice to Journeyworker Ratio:1:6

FLAGGER & SIGNALER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2021	\$24.50	\$9.10	\$14.01	\$0.00	\$47.61
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE III</i>	03/01/2022	\$39.22	\$7.16	\$18.15	\$0.00	\$64.53

Apprentice - FLOORCOVERER - Local 2168 Zone III

Effective Date - 03/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.61	\$7.16	\$1.40	\$0.00	\$28.17
2	55	\$21.57	\$7.16	\$1.40	\$0.00	\$30.13
3	60	\$23.53	\$7.16	\$13.95	\$0.00	\$44.64
4	65	\$25.49	\$7.16	\$13.95	\$0.00	\$46.60
5	70	\$27.45	\$7.16	\$15.35	\$0.00	\$49.96
6	75	\$29.42	\$7.16	\$15.35	\$0.00	\$51.93
7	80	\$31.38	\$7.16	\$16.75	\$0.00	\$55.29
8	85	\$33.34	\$7.16	\$16.75	\$0.00	\$57.25

Notes: Steps are 750 hrs.

% After 10/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)

Step 1&2 \$26.21/ 3&4 \$31.49/ 5&6 \$49.96/ 7&8 \$55.29

Apprentice to Journeyworker Ratio:1:1

FORK LIFT	06/01/2022	\$38.43	\$12.47	\$14.50	\$0.00	\$65.40
OPERATING ENGINEERS LOCAL 98	12/01/2022	\$39.31	\$12.47	\$14.50	\$0.00	\$66.28
	06/01/2023	\$40.26	\$12.47	\$14.50	\$0.00	\$67.23
	12/01/2023	\$41.21	\$12.47	\$14.50	\$0.00	\$68.18

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATORS/LIGHTING PLANTS	06/01/2022	\$34.98	\$12.47	\$14.50	\$0.00	\$61.95
OPERATING ENGINEERS LOCAL 98	12/01/2022	\$35.86	\$12.47	\$14.50	\$0.00	\$62.83
	06/01/2023	\$36.81	\$12.47	\$14.50	\$0.00	\$63.78
	12/01/2023	\$37.76	\$12.47	\$14.50	\$0.00	\$64.73

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	06/01/2020	\$39.18	\$10.80	\$10.45	\$0.00	\$60.43
GLAZIERS LOCAL 1333						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - GLAZIER - Local 1333						
Effective Date - 06/01/2020						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.59	\$10.80	\$1.80	\$0.00	\$32.19
2	56	\$22.04	\$10.80	\$1.80	\$0.00	\$34.64
3	63	\$24.49	\$10.80	\$2.45	\$0.00	\$37.74
4	69	\$26.94	\$10.80	\$2.45	\$0.00	\$40.19
5	75	\$29.39	\$10.80	\$3.15	\$0.00	\$43.34
6	81	\$31.83	\$10.80	\$3.15	\$0.00	\$45.78
7	88	\$34.28	\$10.80	\$10.45	\$0.00	\$55.53
8	94	\$36.73	\$10.80	\$10.45	\$0.00	\$57.98
Notes:						
Apprentice to Journeyworker Ratio:1:3						
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GRADER/TRENCHING MACHINE/DERRICK	06/01/2022	\$38.74	\$12.47	\$14.50	\$0.00	\$65.71
OPERATING ENGINEERS LOCAL 98	12/01/2022	\$39.62	\$12.47	\$14.50	\$0.00	\$66.59
	06/01/2023	\$40.57	\$12.47	\$14.50	\$0.00	\$67.54
	12/01/2023	\$41.52	\$12.47	\$14.50	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HVAC (DUCTWORK)	01/01/2022	\$39.29	\$10.64	\$17.33	\$2.02	\$69.28
SHEETMETAL WORKERS LOCAL 63						
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS)	07/03/2022	\$46.41	\$12.25	\$13.69	\$0.00	\$72.35
ELECTRICIANS LOCAL 7	01/01/2023	\$47.01	\$12.50	\$13.96	\$0.00	\$73.47
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR)	01/01/2022	\$39.29	\$10.64	\$17.33	\$2.02	\$69.28
SHEETMETAL WORKERS LOCAL 63						
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER)	09/17/2022	\$45.71	\$9.55	\$17.10	\$0.00	\$72.36
PLUMBERS & PIPEFITTERS LOCAL 104	03/17/2023	\$46.96	\$9.55	\$17.10	\$0.00	\$73.61
	09/17/2023	\$47.96	\$9.55	\$17.10	\$0.00	\$74.61
	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC	09/17/2022	\$45.71	\$9.55	\$17.10	\$0.00	\$72.36
PLUMBERS & PIPEFITTERS LOCAL 104	03/17/2023	\$46.96	\$9.55	\$17.10	\$0.00	\$73.61
	09/17/2023	\$47.96	\$9.55	\$17.10	\$0.00	\$74.61
	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	12/01/2021	\$33.25	\$9.10	\$14.01	\$0.00	\$56.36
LABORERS - ZONE 3 (HEAVY & HIGHWAY)						
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
INSULATOR (PIPES & TANKS)	09/01/2022	\$44.05	\$13.80	\$17.14	\$0.00	\$74.99
HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Springfield

Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.03	\$13.80	\$12.42	\$0.00	\$48.25
2	60	\$26.43	\$13.80	\$13.36	\$0.00	\$53.59
3	70	\$30.84	\$13.80	\$14.31	\$0.00	\$58.95
4	80	\$35.24	\$13.80	\$15.25	\$0.00	\$64.29

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER	09/16/2022	\$38.06	\$8.25	\$22.70	\$0.00	\$69.01
IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)	03/16/2023	\$38.91	\$8.25	\$22.70	\$0.00	\$69.86
	09/16/2023	\$39.81	\$8.25	\$22.70	\$0.00	\$70.76
	03/16/2024	\$40.66	\$8.25	\$22.70	\$0.00	\$71.61

Apprentice - IRONWORKER - Local 7 Springfield

Effective Date - 09/16/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.84	\$8.25	\$22.70	\$0.00	\$53.79
2	70	\$26.64	\$8.25	\$22.70	\$0.00	\$57.59
3	75	\$28.55	\$8.25	\$22.70	\$0.00	\$59.50
4	80	\$30.45	\$8.25	\$22.70	\$0.00	\$61.40
5	85	\$32.35	\$8.25	\$22.70	\$0.00	\$63.30
6	90	\$34.25	\$8.25	\$22.70	\$0.00	\$65.20

Notes:

Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:

JACKHAMMER & PAVING BREAKER OPERATOR	06/01/2022	\$33.25	\$9.10	\$16.19	\$0.00	\$58.54
LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2022	\$33.88	\$9.10	\$16.19	\$0.00	\$59.17
	06/01/2023	\$34.50	\$9.10	\$16.19	\$0.00	\$59.79
	12/01/2023	\$35.13	\$9.10	\$16.19	\$0.00	\$60.42

For apprentice rates see "Apprentice- LABORER"

LABORER	06/01/2022	\$33.00	\$9.10	\$16.19	\$0.00	\$58.29
LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2022	\$33.63	\$9.10	\$16.19	\$0.00	\$58.92
	06/01/2023	\$34.25	\$9.10	\$16.19	\$0.00	\$59.54
	12/01/2023	\$34.88	\$9.10	\$16.19	\$0.00	\$60.17

Apprentice - LABORER - Zone 3 Building & Site

Effective Date - 06/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.80	\$9.10	\$16.19	\$0.00	\$45.09
2	70	\$23.10	\$9.10	\$16.19	\$0.00	\$48.39
3	80	\$26.40	\$9.10	\$16.19	\$0.00	\$51.69
4	90	\$29.70	\$9.10	\$16.19	\$0.00	\$54.99

Effective Date - 12/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.18	\$9.10	\$16.19	\$0.00	\$45.47
2	70	\$23.54	\$9.10	\$16.19	\$0.00	\$48.83
3	80	\$26.90	\$9.10	\$16.19	\$0.00	\$52.19
4	90	\$30.27	\$9.10	\$16.19	\$0.00	\$55.56

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY)	12/01/2021	\$32.58	\$9.10	\$13.93	\$0.00	\$55.61
LABORERS - ZONE 3 (HEAVY & HIGHWAY)						

Apprentice - LABORER (Heavy & Highway) - Zone 3

Effective Date - 12/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.55	\$9.10	\$13.93	\$0.00	\$42.58
2	70	\$22.81	\$9.10	\$13.93	\$0.00	\$45.84
3	80	\$26.06	\$9.10	\$13.93	\$0.00	\$49.09
4	90	\$29.32	\$9.10	\$13.93	\$0.00	\$52.35

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER	06/01/2022	\$33.00	\$9.10	\$16.19	\$0.00	\$58.29
LABORERS - ZONE 3 (BUILDING & SITE)						
	12/01/2022	\$33.63	\$9.10	\$16.19	\$0.00	\$58.92
	06/01/2023	\$34.25	\$9.10	\$16.19	\$0.00	\$59.54
	12/01/2023	\$34.88	\$9.10	\$16.19	\$0.00	\$60.17

For apprentice rates see "Apprentice- LABORER"

LABORER: CEMENT FINISHER TENDER	06/01/2022	\$33.00	\$9.10	\$16.19	\$0.00	\$58.29
LABORERS - ZONE 3 (BUILDING & SITE)						
	12/01/2022	\$33.63	\$9.10	\$16.19	\$0.00	\$58.92
	06/01/2023	\$34.25	\$9.10	\$16.19	\$0.00	\$59.54
	12/01/2023	\$34.88	\$9.10	\$16.19	\$0.00	\$60.17

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$32.85	\$9.10	\$16.44	\$0.00	\$58.39
	12/01/2022	\$33.48	\$9.10	\$16.44	\$0.00	\$59.02
	06/01/2023	\$34.10	\$9.10	\$16.44	\$0.00	\$59.64
	12/01/2023	\$34.73	\$9.10	\$16.44	\$0.00	\$60.27
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$34.00	\$9.10	\$16.19	\$0.00	\$59.29
	12/01/2022	\$34.63	\$9.10	\$16.19	\$0.00	\$59.92
	06/01/2023	\$35.25	\$9.10	\$16.19	\$0.00	\$60.54
	12/01/2023	\$35.88	\$9.10	\$16.19	\$0.00	\$61.17
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2021	\$32.75	\$9.10	\$14.01	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$33.00	\$9.10	\$16.19	\$0.00	\$58.29
	12/01/2022	\$33.63	\$9.10	\$16.19	\$0.00	\$58.92
	06/01/2023	\$34.25	\$9.10	\$16.19	\$0.00	\$59.54
	12/01/2023	\$34.88	\$9.10	\$16.19	\$0.00	\$60.17
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$33.00	\$9.10	\$16.19	\$0.00	\$58.29
	12/01/2022	\$33.63	\$9.10	\$16.19	\$0.00	\$58.92
	06/01/2023	\$34.25	\$9.10	\$16.19	\$0.00	\$59.54
	12/01/2023	\$34.88	\$9.10	\$16.19	\$0.00	\$60.17
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$33.25	\$9.10	\$16.19	\$0.00	\$58.54
	12/01/2022	\$33.88	\$9.10	\$16.19	\$0.00	\$59.17
	06/01/2023	\$34.50	\$9.10	\$16.19	\$0.00	\$59.79
	12/01/2023	\$35.13	\$9.10	\$16.19	\$0.00	\$60.42
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2021	\$32.75	\$9.10	\$14.01	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE</i>	08/01/2022	\$38.77	\$11.49	\$19.53	\$0.00	\$69.79
	02/01/2023	\$39.73	\$11.49	\$19.53	\$0.00	\$70.75
	08/01/2023	\$41.37	\$11.49	\$19.53	\$0.00	\$72.39
	02/01/2024	\$42.37	\$11.49	\$19.53	\$0.00	\$73.39
	08/01/2024	\$44.05	\$11.49	\$19.53	\$0.00	\$75.07
	02/01/2025	\$45.90	\$11.49	\$19.53	\$0.00	\$76.92
	08/01/2025	\$46.81	\$11.49	\$19.53	\$0.00	\$77.83
	02/01/2026	\$47.89	\$11.49	\$19.53	\$0.00	\$78.91
	08/01/2026	\$49.65	\$11.49	\$19.53	\$0.00	\$80.67
	02/01/2027	\$50.77	\$11.49	\$19.53	\$0.00	\$81.79

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - MARBLE-TILE FINISHER-Local 3 Marble/Tile (Spr/Pitt)						
Effective Date - 08/01/2022						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.39	\$11.49	\$19.53	\$0.00	\$50.41
2	60	\$23.26	\$11.49	\$19.53	\$0.00	\$54.28
3	70	\$27.14	\$11.49	\$19.53	\$0.00	\$58.16
4	80	\$31.02	\$11.49	\$19.53	\$0.00	\$62.04
5	90	\$34.89	\$11.49	\$19.53	\$0.00	\$65.91
Notes:						
Apprentice to Journeyworker Ratio:1:5						

MARBLE MASON/TILE LAYER(SP/PT)SeeBrick

BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE

See "BRICK/STONE/ARTIFICIAL MASONRY(INCL.MASONRY WATERPROOFING)

MECH. SWEEPER OPERATOR (ON CONST. SITES)

OPERATING ENGINEERS LOCAL 98

06/01/2022	\$38.74	\$12.47	\$14.50	\$0.00	\$65.71
12/01/2022	\$39.62	\$12.47	\$14.50	\$0.00	\$66.59
06/01/2023	\$40.57	\$12.47	\$14.50	\$0.00	\$67.54
12/01/2023	\$41.52	\$12.47	\$14.50	\$0.00	\$68.49

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANIC/WELDER/BOOM TRUCK

OPERATING ENGINEERS LOCAL 98

06/01/2022	\$38.21	\$12.47	\$14.50	\$0.00	\$65.18
12/01/2022	\$39.09	\$12.47	\$14.50	\$0.00	\$66.06
06/01/2023	\$40.04	\$12.47	\$14.50	\$0.00	\$67.01
12/01/2023	\$40.99	\$12.47	\$14.50	\$0.00	\$67.96

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 3)

MILLWRIGHTS LOCAL 1121 - Zone 3

01/03/2022	\$38.91	\$8.58	\$21.57	\$0.00	\$69.06
01/02/2023	\$40.16	\$8.58	\$21.57	\$0.00	\$70.31

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - MILLWRIGHT - Local 1121 Zone 3						
Effective Date - 01/03/2022						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$21.40	\$8.58	\$5.72	\$0.00	\$35.70
2	65	\$25.29	\$8.58	\$17.93	\$0.00	\$51.80
3	75	\$29.18	\$8.58	\$18.98	\$0.00	\$56.74
4	85	\$33.07	\$8.58	\$20.01	\$0.00	\$61.66
Effective Date - 01/02/2023						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$22.09	\$8.58	\$5.72	\$0.00	\$36.39
2	65	\$26.10	\$8.58	\$17.93	\$0.00	\$52.61
3	75	\$30.12	\$8.58	\$18.98	\$0.00	\$57.68
4	85	\$34.14	\$8.58	\$20.01	\$0.00	\$62.73
<div>Notes: Step 1&2 Appr. indentured after 1/6/2020 receive no pension, but do receive annuity. (Step 1 \$5.72, Step 2 \$6.66) Steps are 2,000 hours</div>						
Apprentice to Journeyworker Ratio:1:4						
MORTAR MIXER	06/01/2022	\$33.25	\$9.10	\$16.19	\$0.00	\$58.54
LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2022	\$33.88	\$9.10	\$16.19	\$0.00	\$59.17
	06/01/2023	\$34.50	\$9.10	\$16.19	\$0.00	\$59.79
	12/01/2023	\$35.13	\$9.10	\$16.19	\$0.00	\$60.42
For apprentice rates see "Apprentice- LABORER"						
OILER	06/01/2022	\$33.90	\$12.47	\$14.50	\$0.00	\$60.87
OPERATING ENGINEERS LOCAL 98	12/01/2022	\$34.78	\$12.47	\$14.50	\$0.00	\$61.75
	06/01/2023	\$35.73	\$12.47	\$14.50	\$0.00	\$62.70
	12/01/2023	\$36.68	\$12.47	\$14.50	\$0.00	\$63.65
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS VI	06/01/2022	\$31.92	\$12.47	\$14.50	\$0.00	\$58.89
OPERATING ENGINEERS LOCAL 98	12/01/2022	\$32.80	\$12.47	\$14.50	\$0.00	\$59.77
	06/01/2023	\$33.75	\$12.47	\$14.50	\$0.00	\$60.72
	12/01/2023	\$34.70	\$12.47	\$14.50	\$0.00	\$61.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS)	07/01/2022	\$54.86	\$8.65	\$23.05	\$0.00	\$86.56
PAINTERS LOCAL 35 - ZONE 3	01/01/2023	\$56.06	\$8.65	\$23.05	\$0.00	\$87.76
	07/01/2023	\$57.26	\$8.65	\$23.05	\$0.00	\$88.96
	01/01/2024	\$58.46	\$8.65	\$23.05	\$0.00	\$90.16
	07/01/2024	\$59.66	\$8.65	\$23.05	\$0.00	\$91.36
	01/01/2025	\$60.86	\$8.65	\$23.05	\$0.00	\$92.56

Apprentice - PAINTER Local 35 - BRIDGES/TANKS**Effective Date - 07/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.43	\$8.65	\$0.00	\$0.00	\$36.08
2	55	\$30.17	\$8.65	\$6.27	\$0.00	\$45.09
3	60	\$32.92	\$8.65	\$6.84	\$0.00	\$48.41
4	65	\$35.66	\$8.65	\$7.41	\$0.00	\$51.72
5	70	\$38.40	\$8.65	\$19.63	\$0.00	\$66.68
6	75	\$41.15	\$8.65	\$20.20	\$0.00	\$70.00
7	80	\$43.89	\$8.65	\$20.77	\$0.00	\$73.31
8	90	\$49.37	\$8.65	\$21.91	\$0.00	\$79.93

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.03	\$8.65	\$0.00	\$0.00	\$36.68
2	55	\$30.83	\$8.65	\$6.27	\$0.00	\$45.75
3	60	\$33.64	\$8.65	\$6.84	\$0.00	\$49.13
4	65	\$36.44	\$8.65	\$7.41	\$0.00	\$52.50
5	70	\$39.24	\$8.65	\$19.63	\$0.00	\$67.52
6	75	\$42.05	\$8.65	\$20.20	\$0.00	\$70.90
7	80	\$44.85	\$8.65	\$20.77	\$0.00	\$74.27
8	90	\$50.45	\$8.65	\$21.91	\$0.00	\$81.01

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *

* If 30% or more of surfaces to be painted are new construction,
NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3

07/01/2022	\$37.83	\$8.65	\$19.15	\$0.00	\$65.63
01/01/2023	\$38.93	\$8.65	\$19.15	\$0.00	\$66.73
07/01/2023	\$39.98	\$8.65	\$19.15	\$0.00	\$67.78
01/01/2024	\$41.08	\$8.65	\$19.15	\$0.00	\$68.88
07/01/2024	\$42.13	\$8.65	\$19.15	\$0.00	\$69.93
01/01/2025	\$43.23	\$8.65	\$19.15	\$0.00	\$71.03

Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - New**Effective Date - 07/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.92	\$8.65	\$0.00	\$0.00	\$27.57
2	55	\$20.81	\$8.65	\$4.13	\$0.00	\$33.59
3	60	\$22.70	\$8.65	\$4.50	\$0.00	\$35.85
4	65	\$24.59	\$8.65	\$4.88	\$0.00	\$38.12
5	70	\$26.48	\$8.65	\$16.90	\$0.00	\$52.03
6	75	\$28.37	\$8.65	\$17.28	\$0.00	\$54.30
7	80	\$30.26	\$8.65	\$17.65	\$0.00	\$56.56
8	90	\$34.05	\$8.65	\$18.40	\$0.00	\$61.10

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.47	\$8.65	\$0.00	\$0.00	\$28.12
2	55	\$21.41	\$8.65	\$4.13	\$0.00	\$34.19
3	60	\$23.36	\$8.65	\$4.50	\$0.00	\$36.51
4	65	\$25.30	\$8.65	\$4.88	\$0.00	\$38.83
5	70	\$27.25	\$8.65	\$16.90	\$0.00	\$52.80
6	75	\$29.20	\$8.65	\$17.28	\$0.00	\$55.13
7	80	\$31.14	\$8.65	\$17.65	\$0.00	\$57.44
8	90	\$35.04	\$8.65	\$18.40	\$0.00	\$62.09

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)

PAINTERS LOCAL 35 - ZONE 3

07/01/2022	\$35.15	\$8.65	\$19.15	\$0.00	\$62.95
01/01/2023	\$36.25	\$8.65	\$19.15	\$0.00	\$64.05
07/01/2023	\$37.30	\$8.65	\$19.15	\$0.00	\$65.10
01/01/2024	\$38.40	\$8.65	\$19.15	\$0.00	\$66.20
07/01/2024	\$39.45	\$8.65	\$19.15	\$0.00	\$67.25
01/01/2025	\$40.55	\$8.65	\$19.15	\$0.00	\$68.35

Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - Repaint**Effective Date - 07/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.58	\$8.65	\$0.00	\$0.00	\$26.23
2	55	\$19.33	\$8.65	\$4.13	\$0.00	\$32.11
3	60	\$21.09	\$8.65	\$4.50	\$0.00	\$34.24
4	65	\$22.85	\$8.65	\$4.88	\$0.00	\$36.38
5	70	\$24.61	\$8.65	\$16.90	\$0.00	\$50.16
6	75	\$26.36	\$8.65	\$17.28	\$0.00	\$52.29
7	80	\$28.12	\$8.65	\$17.65	\$0.00	\$54.42
8	90	\$31.64	\$8.65	\$1,171.75	\$0.00	\$1,212.04

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.13	\$8.65	\$0.00	\$0.00	\$26.78
2	55	\$19.94	\$8.65	\$4.13	\$0.00	\$32.72
3	60	\$21.75	\$8.65	\$4.50	\$0.00	\$34.90
4	65	\$23.56	\$8.65	\$4.88	\$0.00	\$37.09
5	70	\$25.38	\$8.65	\$16.90	\$0.00	\$50.93
6	75	\$27.19	\$8.65	\$17.28	\$0.00	\$53.12
7	80	\$29.00	\$8.65	\$17.65	\$0.00	\$55.30
8	90	\$32.63	\$8.65	\$18.40	\$0.00	\$59.68

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *

* If 30% or more of surfaces to be painted are new construction,
NEW paint rate shall be used. *PAINTERS LOCAL 35 - ZONE 3*

07/01/2022	\$36.43	\$8.65	\$19.15	\$0.00	\$64.23
01/01/2023	\$37.53	\$8.65	\$19.15	\$0.00	\$65.33
07/01/2023	\$38.58	\$8.65	\$19.15	\$0.00	\$66.38
01/01/2024	\$39.68	\$8.65	\$19.15	\$0.00	\$67.48
07/01/2024	\$40.73	\$8.65	\$19.15	\$0.00	\$68.53
01/01/2025	\$41.83	\$8.65	\$19.15	\$0.00	\$69.63

Apprentice - PAINTER - Local 35 Zone 3 - BRUSH NEW**Effective Date - 07/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.22	\$8.65	\$0.00	\$0.00	\$26.87
2	55	\$20.04	\$8.65	\$4.13	\$0.00	\$32.82
3	60	\$21.86	\$8.65	\$4.50	\$0.00	\$35.01
4	65	\$23.68	\$8.65	\$4.88	\$0.00	\$37.21
5	70	\$25.50	\$8.65	\$16.90	\$0.00	\$51.05
6	75	\$27.32	\$8.65	\$17.28	\$0.00	\$53.25
7	80	\$29.14	\$8.65	\$17.65	\$0.00	\$55.44
8	90	\$32.79	\$8.65	\$18.40	\$0.00	\$59.84

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.77	\$8.65	\$0.00	\$0.00	\$27.42
2	55	\$20.64	\$8.65	\$4.13	\$0.00	\$33.42
3	60	\$22.52	\$8.65	\$4.50	\$0.00	\$35.67
4	65	\$24.39	\$8.65	\$4.88	\$0.00	\$37.92
5	70	\$26.27	\$8.65	\$16.90	\$0.00	\$51.82
6	75	\$28.15	\$8.65	\$17.28	\$0.00	\$54.08
7	80	\$30.02	\$8.65	\$17.65	\$0.00	\$56.32
8	90	\$33.78	\$8.65	\$18.40	\$0.00	\$60.83

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)

PAINTERS LOCAL 35 - ZONE 3

07/01/2022	\$33.75	\$8.65	\$19.15	\$0.00	\$61.55
01/01/2023	\$34.85	\$8.65	\$19.15	\$0.00	\$62.65
07/01/2023	\$35.90	\$8.65	\$19.15	\$0.00	\$63.70
01/01/2024	\$37.00	\$8.65	\$19.15	\$0.00	\$64.80
07/01/2024	\$38.05	\$8.65	\$19.15	\$0.00	\$65.85
01/01/2025	\$39.15	\$8.65	\$19.15	\$0.00	\$66.95

Apprentice - PAINTER Local 35 Zone 3 - BRUSH REPAINT

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.88	\$8.65	\$0.00	\$0.00	\$25.53
2	55	\$18.56	\$8.65	\$4.13	\$0.00	\$31.34
3	60	\$20.25	\$8.65	\$4.50	\$0.00	\$33.40
4	65	\$21.94	\$8.65	\$4.88	\$0.00	\$35.47
5	70	\$23.63	\$8.65	\$16.90	\$0.00	\$49.18
6	75	\$25.31	\$8.65	\$17.28	\$0.00	\$51.24
7	80	\$27.00	\$8.65	\$17.65	\$0.00	\$53.30
8	90	\$30.38	\$8.65	\$18.40	\$0.00	\$57.43

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.43	\$8.65	\$0.00	\$0.00	\$26.08
2	55	\$19.17	\$8.65	\$4.13	\$0.00	\$31.95
3	60	\$20.91	\$8.65	\$4.50	\$0.00	\$34.06
4	65	\$22.65	\$8.65	\$4.88	\$0.00	\$36.18
5	70	\$24.40	\$8.65	\$16.90	\$0.00	\$49.95
6	75	\$26.14	\$8.65	\$17.28	\$0.00	\$52.07
7	80	\$27.88	\$8.65	\$17.65	\$0.00	\$54.18
8	90	\$31.37	\$8.65	\$18.40	\$0.00	\$58.42

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2021	\$32.50	\$9.10	\$14.01	\$0.00	\$55.61
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$35.78	\$13.41	\$16.01	\$0.00	\$65.20
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2020	\$43.53	\$9.40	\$23.12	\$0.00	\$76.05
For apprentice rates see "Apprentice- PILE DRIVER"						
PILE DRIVER PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2020	\$43.53	\$9.40	\$23.12	\$0.00	\$76.05

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - PILE DRIVER - Local 56 Zone 3						
Effective Date - 08/01/2020						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<div> Notes: Apprentice wages shall be no less than the following Steps; (Same as set in Zone 1) 1\$57.06/2\$61.96/3\$66.87/4\$69.32/5\$71.78/6\$71.78/7\$76.68/8\$76.68 </div>						
Apprentice to Journeyworker Ratio:1:5						
PIPELAYER						
<i>LABORERS - ZONE 3 (BUILDING & SITE)</i>						
		06/01/2022	\$33.25	\$9.10	\$16.19	\$58.54
		12/01/2022	\$33.88	\$9.10	\$16.19	\$59.17
		06/01/2023	\$34.50	\$9.10	\$16.19	\$59.79
		12/01/2023	\$35.13	\$9.10	\$16.19	\$60.42
For apprentice rates see "Apprentice- LABORER"						
PIPELAYER (HEAVY & HIGHWAY)						
<i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>						
		12/01/2021	\$32.75	\$9.10	\$14.01	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
PLUMBER & PIPEFITTER						
<i>PLUMBERS & PIPEFITTERS LOCAL 104</i>						
		09/17/2022	\$45.71	\$9.55	\$17.10	\$72.36
		03/17/2023	\$46.96	\$9.55	\$17.10	\$73.61
		09/17/2023	\$47.96	\$9.55	\$17.10	\$74.61
		03/17/2024	\$49.21	\$9.55	\$17.10	\$75.86

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - PLUMBER/PIPEFITTER - Local 104**Effective Date - 09/17/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$20.57	\$9.55	\$10.10	\$0.00	\$40.22
2	50	\$22.86	\$9.55	\$10.10	\$0.00	\$42.51
3	55	\$25.14	\$9.55	\$10.10	\$0.00	\$44.79
4	60	\$27.43	\$9.55	\$10.10	\$0.00	\$47.08
5	65	\$29.71	\$9.55	\$10.10	\$0.00	\$49.36
6	70	\$32.00	\$9.55	\$10.10	\$0.00	\$51.65
7	75	\$34.28	\$9.55	\$10.10	\$0.00	\$53.93
8	80	\$36.57	\$9.55	\$10.10	\$0.00	\$56.22
9	80	\$36.57	\$9.55	\$17.10	\$0.00	\$63.22
10	80	\$36.57	\$9.55	\$17.10	\$0.00	\$63.22

Effective Date - 03/17/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$21.13	\$9.55	\$10.10	\$0.00	\$40.78
2	50	\$23.48	\$9.55	\$10.10	\$0.00	\$43.13
3	55	\$25.83	\$9.55	\$10.10	\$0.00	\$45.48
4	60	\$28.18	\$9.55	\$10.10	\$0.00	\$47.83
5	65	\$30.52	\$9.55	\$10.10	\$0.00	\$50.17
6	70	\$32.87	\$9.55	\$10.10	\$0.00	\$52.52
7	75	\$35.22	\$9.55	\$10.10	\$0.00	\$54.87
8	80	\$37.57	\$9.55	\$10.10	\$0.00	\$57.22
9	80	\$37.57	\$9.55	\$17.10	\$0.00	\$64.22
10	80	\$37.57	\$9.55	\$17.10	\$0.00	\$64.22

Notes: **1:1,2:5,3:9,4:12**Apprentice to Journeyworker Ratio:****

PNEUMATIC CONTROLS (TEMP.)	09/17/2022	\$45.71	\$9.55	\$17.10	\$0.00	\$72.36
PLUMBERS & PIPEFITTERS LOCAL 104	03/17/2023	\$46.96	\$9.55	\$17.10	\$0.00	\$73.61
	09/17/2023	\$47.96	\$9.55	\$17.10	\$0.00	\$74.61
	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86

For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)	12/01/2021	\$32.75	\$9.10	\$14.01	\$0.00	\$55.86
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LABORERS - ZONE 3 (HEAVY & HIGHWAY)

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

POWDERMAN & BLASTER	06/01/2022	\$34.00	\$9.10	\$16.19	\$0.00	\$59.29
LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2022	\$34.63	\$9.10	\$16.19	\$0.00	\$59.92
	06/01/2023	\$35.25	\$9.10	\$16.19	\$0.00	\$60.54
	12/01/2023	\$35.88	\$9.10	\$16.19	\$0.00	\$61.17

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2021	\$33.50	\$9.10	\$14.01	\$0.00	\$56.61
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$38.74	\$12.47	\$14.50	\$0.00	\$65.71
	12/01/2022	\$39.62	\$12.47	\$14.50	\$0.00	\$66.59
	06/01/2023	\$40.57	\$12.47	\$14.50	\$0.00	\$67.54
	12/01/2023	\$41.52	\$12.47	\$14.50	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$38.21	\$12.47	\$14.50	\$0.00	\$65.18
	12/01/2022	\$39.09	\$12.47	\$14.50	\$0.00	\$66.06
	06/01/2023	\$40.04	\$12.47	\$14.50	\$0.00	\$67.01
	12/01/2023	\$40.99	\$12.47	\$14.50	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS 404 - Construction Service (Northampton)</i>	05/01/2020	\$22.44	\$11.07	\$6.50	\$0.00	\$40.01
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$33.25	\$9.10	\$16.19	\$0.00	\$58.54
	12/01/2022	\$33.88	\$9.10	\$16.19	\$0.00	\$59.17
	06/01/2023	\$34.50	\$9.10	\$16.19	\$0.00	\$59.79
	12/01/2023	\$35.13	\$9.10	\$16.19	\$0.00	\$60.42
For apprentice rates see "Apprentice- LABORER"						
ROLLER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$37.60	\$12.47	\$14.50	\$0.00	\$64.57
	12/01/2022	\$38.48	\$12.47	\$14.50	\$0.00	\$65.45
	06/01/2023	\$39.43	\$12.47	\$14.50	\$0.00	\$66.40
	12/01/2023	\$40.38	\$12.47	\$14.50	\$0.00	\$67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Coal tar pitch) <i>ROOFERS LOCAL 248</i>	07/01/2022	\$38.16	\$10.35	\$17.25	\$0.00	\$65.76
	07/01/2023	\$38.66	\$10.35	\$18.75	\$0.00	\$67.76
For apprentice rates see "Apprentice- ROOFER"						
ROOFER (Inc.Roofing Waterproofing &Roofing Dampproofing) <i>ROOFERS LOCAL 248</i>	07/01/2022	\$37.66	\$10.35	\$16.75	\$0.00	\$64.76
	07/01/2023	\$39.16	\$10.35	\$18.25	\$0.00	\$67.76

Apprentice - ROOFER - Local 248

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.60	\$10.35	\$0.00	\$0.00	\$32.95
2	65	\$24.48	\$10.35	\$16.75	\$0.00	\$51.58
3	70	\$26.36	\$10.35	\$16.75	\$0.00	\$53.46
4	75	\$28.25	\$10.35	\$16.75	\$0.00	\$55.35
5	80	\$30.13	\$10.35	\$16.75	\$0.00	\$57.23
6	85	\$32.01	\$10.35	\$16.75	\$0.00	\$59.11
7	90	\$33.89	\$10.35	\$16.75	\$0.00	\$60.99
8	95	\$35.78	\$10.35	\$16.75	\$0.00	\$62.88

Effective Date - 07/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.50	\$10.35	\$0.00	\$0.00	\$33.85
2	65	\$25.45	\$10.35	\$18.25	\$0.00	\$54.05
3	70	\$27.41	\$10.35	\$18.25	\$0.00	\$56.01
4	75	\$29.37	\$10.35	\$18.25	\$0.00	\$57.97
5	80	\$31.33	\$10.35	\$18.25	\$0.00	\$59.93
6	85	\$33.29	\$10.35	\$18.25	\$0.00	\$61.89
7	90	\$35.24	\$10.35	\$18.25	\$0.00	\$63.84
8	95	\$37.20	\$10.35	\$18.25	\$0.00	\$65.80

Notes:

Steps are 750 hrs.Roofer(Tear Off)1:1; Same as above

Apprentice to Journeyworker Ratio:1:3

ROOFER SLATE / TILE / PRECAST CONCRETE	07/01/2022	\$38.16	\$10.35	\$17.25	\$0.00	\$65.76
ROOFERS LOCAL 248	07/01/2023	\$38.66	\$10.35	\$18.75	\$0.00	\$67.76
For apprentice rates see "Apprentice- ROOFER"						
SCRAPER	06/01/2022	\$38.21	\$12.47	\$14.50	\$0.00	\$65.18
OPERATING ENGINEERS LOCAL 98	12/01/2022	\$39.09	\$12.47	\$14.50	\$0.00	\$66.06
	06/01/2023	\$40.04	\$12.47	\$14.50	\$0.00	\$67.01
	12/01/2023	\$40.99	\$12.47	\$14.50	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS)	06/01/2022	\$37.60	\$12.47	\$14.50	\$0.00	\$64.57
OPERATING ENGINEERS LOCAL 98	12/01/2022	\$38.48	\$12.47	\$14.50	\$0.00	\$65.45
	06/01/2023	\$39.43	\$12.47	\$14.50	\$0.00	\$66.40
	12/01/2023	\$40.38	\$12.47	\$14.50	\$0.00	\$67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-PROPELLED POWER BROOM	06/01/2022	\$34.98	\$12.47	\$14.50	\$0.00	\$61.95
OPERATING ENGINEERS LOCAL 98	12/01/2022	\$35.86	\$12.47	\$14.50	\$0.00	\$62.83
	06/01/2023	\$36.81	\$12.47	\$14.50	\$0.00	\$63.78
	12/01/2023	\$37.76	\$12.47	\$14.50	\$0.00	\$64.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2022	\$39.29	\$10.64	\$17.33	\$2.02	\$69.28

Apprentice - SHEET METAL WORKER - Local 63

Effective Date - 01/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$17.68	\$4.79	\$4.67	\$0.81	\$27.95
2	50	\$19.65	\$5.32	\$5.19	\$0.90	\$31.06
3	55	\$21.61	\$5.85	\$9.33	\$1.10	\$37.89
4	60	\$23.57	\$6.38	\$9.33	\$1.18	\$40.46
5	65	\$25.54	\$6.92	\$9.33	\$1.25	\$43.04
6	70	\$27.50	\$7.45	\$9.33	\$1.33	\$45.61
7	75	\$29.47	\$7.98	\$9.33	\$1.40	\$48.18
8	80	\$31.43	\$8.51	\$16.29	\$1.69	\$57.92
9	85	\$33.40	\$9.04	\$16.29	\$1.76	\$60.49
10	90	\$35.36	\$9.58	\$16.29	\$1.84	\$63.07

Notes:

Apprentice to Journeyworker Ratio:1:3

SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 669</i>	04/01/2021	\$43.14	\$10.55	\$16.41	\$0.00	\$70.10

Apprentice - SPRINKLER FITTER - Local 669

Effective Date - 04/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$19.41	\$7.75	\$0.00	\$0.00	\$27.16
2	50	\$21.57	\$7.75	\$0.00	\$0.00	\$29.32
3	55	\$23.73	\$10.55	\$8.15	\$0.00	\$42.43
4	60	\$25.88	\$10.55	\$8.15	\$0.00	\$44.58
5	65	\$28.04	\$10.55	\$8.40	\$0.00	\$46.99
6	70	\$30.20	\$10.55	\$8.40	\$0.00	\$49.15
7	75	\$32.36	\$10.55	\$8.40	\$0.00	\$51.31
8	80	\$34.51	\$10.55	\$8.40	\$0.00	\$53.46
9	85	\$36.67	\$10.55	\$8.40	\$0.00	\$55.62
10	90	\$38.83	\$10.55	\$8.40	\$0.00	\$57.78

Notes:

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TELECOMMUNICATION TECHNICIAN	07/03/2022	\$46.41	\$12.25	\$13.69	\$0.00	\$72.35
ELECTRICIANS LOCAL 7	01/01/2023	\$47.01	\$12.50	\$13.96	\$0.00	\$73.47

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 7

Effective Date - 07/03/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.56	\$7.35	\$0.56	\$0.00	\$26.47
2	45	\$20.88	\$7.35	\$0.63	\$0.00	\$28.86
3	50	\$23.21	\$12.25	\$7.20	\$0.00	\$42.66
4	55	\$25.53	\$12.25	\$7.27	\$0.00	\$45.05
5	65	\$30.17	\$12.25	\$9.14	\$0.00	\$51.56
6	70	\$32.49	\$12.25	\$10.37	\$0.00	\$55.11

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.80	\$7.35	\$0.56	\$0.00	\$26.71
2	45	\$21.15	\$7.35	\$0.63	\$0.00	\$29.13
3	50	\$23.51	\$12.25	\$7.20	\$0.00	\$42.96
4	55	\$25.86	\$12.25	\$7.27	\$0.00	\$45.38
5	65	\$30.56	\$12.25	\$9.14	\$0.00	\$51.95
6	70	\$32.91	\$12.25	\$10.37	\$0.00	\$55.53

Notes:

Steps are 800 hours

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS	08/01/2022	\$58.09	\$11.49	\$22.34	\$0.00	\$91.92
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	02/01/2023	\$59.29	\$11.49	\$22.34	\$0.00	\$93.12
	08/01/2023	\$61.34	\$11.49	\$22.34	\$0.00	\$95.17
	02/01/2024	\$62.59	\$11.49	\$22.34	\$0.00	\$96.42
	08/01/2024	\$64.69	\$11.49	\$22.34	\$0.00	\$98.52
	02/01/2025	\$65.99	\$11.49	\$22.34	\$0.00	\$99.82
	08/01/2025	\$68.14	\$11.49	\$22.34	\$0.00	\$101.97
	02/10/2026	\$69.49	\$11.49	\$22.34	\$0.00	\$103.32
	08/01/2026	\$71.69	\$11.49	\$22.34	\$0.00	\$105.52
	02/01/2027	\$73.09	\$11.49	\$22.34	\$0.00	\$106.92

Apprentice - TERRAZZO FINISHER-Local 3 Marble/Tile (Spr/Ptt)**Effective Date - 08/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.05	\$11.49	\$22.34	\$0.00	\$62.88
2	60	\$34.85	\$11.49	\$22.34	\$0.00	\$68.68
3	70	\$40.66	\$11.49	\$22.34	\$0.00	\$74.49
4	80	\$46.47	\$11.49	\$22.34	\$0.00	\$80.30
5	90	\$52.28	\$11.49	\$22.34	\$0.00	\$86.11

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.65	\$11.49	\$22.34	\$0.00	\$63.48
2	60	\$35.57	\$11.49	\$22.34	\$0.00	\$69.40
3	70	\$41.50	\$11.49	\$22.34	\$0.00	\$75.33
4	80	\$47.43	\$11.49	\$22.34	\$0.00	\$81.26
5	90	\$53.36	\$11.49	\$22.34	\$0.00	\$87.19

Notes:**Apprentice to Journeyworker Ratio:1:5**

TERRAZZO MECHANIC

BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE

08/01/2022	\$59.17	\$11.49	\$22.31	\$0.00	\$92.97
02/01/2023	\$60.37	\$11.49	\$22.31	\$0.00	\$94.17
08/01/2023	\$62.42	\$11.49	\$22.31	\$0.00	\$96.22
02/01/2024	\$63.67	\$11.49	\$22.31	\$0.00	\$97.47
08/01/2024	\$65.77	\$11.49	\$22.31	\$0.00	\$99.57
02/01/2025	\$67.07	\$11.49	\$22.31	\$0.00	\$100.87
08/01/2025	\$69.22	\$11.49	\$22.31	\$0.00	\$103.02
02/01/2026	\$70.57	\$11.49	\$22.31	\$0.00	\$104.37
08/01/2026	\$72.77	\$11.49	\$22.31	\$0.00	\$106.57
02/01/2027	\$74.17	\$11.49	\$22.31	\$0.00	\$107.97

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - TERRAZZO MECH - Local 3 Marble/Tile (Spr/Pitt)

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.59	\$11.49	\$22.31	\$0.00	\$63.39
2	60	\$35.50	\$11.49	\$22.31	\$0.00	\$69.30
3	70	\$41.42	\$11.49	\$22.31	\$0.00	\$75.22
4	80	\$47.34	\$11.49	\$22.31	\$0.00	\$81.14
5	90	\$53.25	\$11.49	\$22.31	\$0.00	\$87.05

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.19	\$11.49	\$22.31	\$0.00	\$63.99
2	60	\$36.22	\$11.49	\$22.31	\$0.00	\$70.02
3	70	\$42.26	\$11.49	\$22.31	\$0.00	\$76.06
4	80	\$48.30	\$11.49	\$22.31	\$0.00	\$82.10
5	90	\$54.33	\$11.49	\$22.31	\$0.00	\$88.13

Notes:

Apprentice to Journeyworker Ratio:1:5

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$42.58	\$9.10	\$17.72	\$0.00	\$69.40
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.30	\$9.10	\$17.72	\$0.00	\$68.12
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
TRACTORS <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$37.60	\$12.47	\$14.50	\$0.00	\$64.57
	12/01/2022	\$38.48	\$12.47	\$14.50	\$0.00	\$65.45
	06/01/2023	\$39.43	\$12.47	\$14.50	\$0.00	\$66.40
	12/01/2023	\$40.38	\$12.47	\$14.50	\$0.00	\$67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2021	\$53.41	\$9.10	\$18.17	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2021	\$55.41	\$9.10	\$18.17	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2021	\$45.48	\$9.10	\$18.17	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2021	\$47.48	\$9.10	\$18.17	\$0.00	\$74.75

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
WAGON DRILL OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>						
	06/01/2022	\$33.25	\$9.10	\$16.19	\$0.00	\$58.54
	12/01/2022	\$33.88	\$9.10	\$16.19	\$0.00	\$59.17
	06/01/2023	\$34.50	\$9.10	\$16.19	\$0.00	\$59.79
	12/01/2023	\$35.13	\$9.10	\$16.19	\$0.00	\$60.42
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2021	\$32.75	\$9.10	\$14.01	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WATER METER INSTALLER <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	09/17/2022	\$45.71	\$9.55	\$17.10	\$0.00	\$72.36
	03/17/2023	\$46.96	\$9.55	\$17.10	\$0.00	\$73.61
	09/17/2023	\$47.96	\$9.55	\$17.10	\$0.00	\$74.61
	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

** Multiple ratios are listed in the comment field.

*** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

**** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.



CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF LABOR STANDARDS

Prevailing Wage Rates

**As determined by the Director under the provisions of the
Massachusetts General Laws, Chapter 149, Sections 26 to 27H**

ROSALIN ACOSTA
Secretary

MICHAEL FLANAGAN
Director

Awarding Authority: MBTA
Contract Number: R90CN02 **City/Town:** NEW BEDFORD
Description of Work: Work consists of replacing existing and installing new concrete sidewalk, pavement, and pedestrian ramps systemwide, on an as-needed basis.
Job Location: Various

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- **The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor.** For multi-year CM AT RISK projects, the awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. The annual update requirement is not applicable to 27F "rental of equipment" contracts. **The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.**
- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or a sub-contractor.
- Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.**
- Every contractor or subcontractor working on the construction project must submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. For a sample payroll reporting form go to <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Contractors must obtain the wage schedules from awarding authorities. Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$35.95	\$13.41	\$16.01	\$0.00	\$65.37
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.14	\$13.41	\$16.01	\$0.00	\$65.56
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$37.06	\$9.10	\$16.64	\$0.00	\$62.80
	12/01/2022	\$37.91	\$9.10	\$16.64	\$0.00	\$63.65
	06/01/2023	\$38.81	\$9.10	\$16.64	\$0.00	\$64.55
	12/01/2023	\$39.71	\$9.10	\$16.64	\$0.00	\$65.45
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$36.16	\$9.10	\$16.64	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS WORKER (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SOUTHERN MASS)</i>	12/01/2020	\$38.10	\$12.80	\$9.45	\$0.00	\$60.35
ASPHALT RAKER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 2</i>	06/01/2022	\$37.06	\$9.10	\$16.64	\$0.00	\$62.80
	12/01/2022	\$37.91	\$9.10	\$16.64	\$0.00	\$63.65
	06/01/2023	\$38.81	\$9.10	\$16.64	\$0.00	\$64.55
	12/01/2023	\$39.71	\$9.10	\$16.64	\$0.00	\$65.45
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$36.16	\$9.10	\$16.64	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
2	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
3	70	\$32.27	\$7.07	\$12.59	\$0.00	\$51.93
4	75	\$34.58	\$7.07	\$13.49	\$0.00	\$55.14
5	80	\$36.88	\$7.07	\$14.38	\$0.00	\$58.33
6	85	\$39.19	\$7.07	\$15.29	\$0.00	\$61.55
7	90	\$41.49	\$7.07	\$16.18	\$0.00	\$64.74
8	95	\$43.80	\$7.07	\$17.09	\$0.00	\$67.96

Notes:

Apprentice to Journeyworker Ratio:1:4

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (NEW BEDFORD)</i>	08/01/2022	\$59.15	\$11.49	\$22.34	\$0.00	\$92.98
	02/01/2023	\$60.35	\$11.49	\$22.34	\$0.00	\$94.18
	08/01/2023	\$62.40	\$11.49	\$22.34	\$0.00	\$96.23
	02/01/2024	\$63.65	\$11.49	\$22.34	\$0.00	\$97.48
	08/01/2024	\$65.75	\$11.49	\$22.34	\$0.00	\$99.58
	02/01/2025	\$67.05	\$11.49	\$22.34	\$0.00	\$100.88
	08/01/2025	\$69.20	\$11.49	\$22.34	\$0.00	\$103.03
	02/01/2026	\$70.55	\$11.49	\$22.34	\$0.00	\$104.38
	08/01/2026	\$72.75	\$11.49	\$22.34	\$0.00	\$106.58
	02/01/2027	\$74.15	\$11.49	\$22.34	\$0.00	\$107.98

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 New Bedford

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.58	\$11.49	\$22.34	\$0.00	\$63.41
2	60	\$35.49	\$11.49	\$22.34	\$0.00	\$69.32
3	70	\$41.41	\$11.49	\$22.34	\$0.00	\$75.24
4	80	\$47.32	\$11.49	\$22.34	\$0.00	\$81.15
5	90	\$53.24	\$11.49	\$22.34	\$0.00	\$87.07

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.18	\$11.49	\$22.34	\$0.00	\$64.01
2	60	\$36.21	\$11.49	\$22.34	\$0.00	\$70.04
3	70	\$42.25	\$11.49	\$22.34	\$0.00	\$76.08
4	80	\$48.28	\$11.49	\$22.34	\$0.00	\$82.11
5	90	\$54.32	\$11.49	\$22.34	\$0.00	\$88.15

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$42.33	\$9.10	\$17.72	\$0.00	\$69.15
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For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i>	09/01/2022	\$45.18	\$8.68	\$19.97	\$0.00	\$73.83
	03/01/2023	\$45.78	\$8.68	\$19.97	\$0.00	\$74.43

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.59	\$8.68	\$1.73	\$0.00	\$33.00
2	60	\$27.11	\$8.68	\$1.73	\$0.00	\$37.52
3	70	\$31.63	\$8.68	\$14.78	\$0.00	\$55.09
4	75	\$33.89	\$8.68	\$14.78	\$0.00	\$57.35
5	80	\$36.14	\$8.68	\$16.51	\$0.00	\$61.33
6	80	\$36.14	\$8.68	\$16.51	\$0.00	\$61.33
7	90	\$40.66	\$8.68	\$18.24	\$0.00	\$67.58
8	90	\$40.66	\$8.68	\$18.24	\$0.00	\$67.58

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.89	\$8.68	\$1.73	\$0.00	\$33.30
2	60	\$27.47	\$8.68	\$1.73	\$0.00	\$37.88
3	70	\$32.05	\$8.68	\$14.78	\$0.00	\$55.51
4	75	\$34.34	\$8.68	\$14.78	\$0.00	\$57.80
5	80	\$36.62	\$8.68	\$16.51	\$0.00	\$61.81
6	80	\$36.62	\$8.68	\$16.51	\$0.00	\$61.81
7	90	\$41.20	\$8.68	\$18.24	\$0.00	\$68.12
8	90	\$41.20	\$8.68	\$18.24	\$0.00	\$68.12

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$31.01/ 3&4 \$48.64/ 5&6 \$57.24/ 7&8 \$63.54

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME <i>CARPENTERS-ZONE 3 (Wood Frame)</i>	04/01/2022	\$23.66	\$7.21	\$4.80	\$0.00	\$35.67
	04/01/2023	\$24.16	\$7.21	\$4.80	\$0.00	\$36.17
All Aspects of New Wood Frame Work						

Apprentice - CARPENTER (Wood Frame) - Zone 3**Effective Date -** 04/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.20	\$7.21	\$0.00	\$0.00	\$21.41
2	60	\$14.20	\$7.21	\$0.00	\$0.00	\$21.41
3	65	\$15.38	\$7.21	\$0.00	\$0.00	\$22.59
4	70	\$16.56	\$7.21	\$0.00	\$0.00	\$23.77
5	75	\$17.75	\$7.21	\$3.80	\$0.00	\$28.76
6	80	\$18.93	\$7.21	\$3.80	\$0.00	\$29.94
7	85	\$20.11	\$7.21	\$3.80	\$0.00	\$31.12
8	90	\$21.29	\$7.21	\$3.80	\$0.00	\$32.30

Effective Date - 04/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.50	\$7.21	\$0.00	\$0.00	\$21.71
2	60	\$14.50	\$7.21	\$0.00	\$0.00	\$21.71
3	65	\$15.70	\$7.21	\$0.00	\$0.00	\$22.91
4	70	\$16.91	\$7.21	\$0.00	\$0.00	\$24.12
5	75	\$18.12	\$7.21	\$3.80	\$0.00	\$29.13
6	80	\$19.33	\$7.21	\$3.80	\$0.00	\$30.34
7	85	\$20.54	\$7.21	\$3.80	\$0.00	\$31.55
8	90	\$21.74	\$7.21	\$3.80	\$0.00	\$32.75

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$17.86/ 3&4 \$20.22/ 5&6 \$27.57/ 7&8 \$29.94

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING

01/01/2020

\$49.07

\$12.75

\$22.41

\$0.62

\$84.85

BRICKLAYERS LOCAL 3 (NEW BEDFORD)

Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (New Bedford)**Effective Date -** 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.54	\$12.75	\$15.41	\$0.00	\$52.70
2	60	\$29.44	\$12.75	\$17.41	\$0.62	\$60.22
3	65	\$31.90	\$12.75	\$18.41	\$0.62	\$63.68
4	70	\$34.35	\$12.75	\$19.41	\$0.62	\$67.13
5	75	\$36.80	\$12.75	\$20.41	\$0.62	\$70.58
6	80	\$39.26	\$12.75	\$21.41	\$0.62	\$74.04
7	90	\$44.16	\$12.75	\$22.41	\$0.62	\$79.94

Notes:

Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$53.40	\$14.25	\$16.05	\$0.00	\$83.70
	12/01/2022	\$54.68	\$14.25	\$16.05	\$0.00	\$84.98
	06/01/2023	\$55.95	\$14.25	\$16.05	\$0.00	\$86.25
	12/01/2023	\$57.23	\$14.25	\$16.05	\$0.00	\$87.53
	06/01/2024	\$58.55	\$14.25	\$16.05	\$0.00	\$88.85
	12/01/2024	\$60.03	\$14.25	\$16.05	\$0.00	\$90.33
	06/01/2025	\$61.36	\$14.25	\$16.05	\$0.00	\$91.66
	12/01/2025	\$62.83	\$14.25	\$16.05	\$0.00	\$93.13
	06/01/2026	\$64.16	\$14.25	\$16.05	\$0.00	\$94.46
	12/01/2026	\$65.64	\$14.25	\$16.05	\$0.00	\$95.94
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$34.26	\$14.25	\$16.05	\$0.00	\$64.56
	12/01/2022	\$35.08	\$14.25	\$16.05	\$0.00	\$65.38
	06/01/2023	\$35.90	\$14.25	\$16.05	\$0.00	\$66.20
	12/01/2023	\$36.72	\$14.25	\$16.05	\$0.00	\$67.02
	06/01/2024	\$37.57	\$14.25	\$16.05	\$0.00	\$67.87
	12/01/2024	\$38.52	\$14.25	\$16.05	\$0.00	\$68.82
	06/01/2025	\$39.37	\$14.25	\$16.05	\$0.00	\$69.67
	12/01/2025	\$40.32	\$14.25	\$16.05	\$0.00	\$70.62
	06/01/2026	\$41.18	\$14.25	\$16.05	\$0.00	\$71.48
	12/01/2026	\$42.13	\$14.25	\$16.05	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 2</i>	07/01/2022	\$54.86	\$8.65	\$23.05	\$0.00	\$86.56
	01/01/2023	\$56.06	\$8.65	\$23.05	\$0.00	\$87.76
	07/01/2023	\$57.26	\$8.65	\$23.05	\$0.00	\$88.96
	01/01/2024	\$58.46	\$8.65	\$23.05	\$0.00	\$90.16
	07/01/2024	\$59.66	\$8.65	\$23.05	\$0.00	\$91.36
	01/01/2025	\$60.86	\$8.65	\$23.05	\$0.00	\$92.56

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.43	\$8.65	\$0.00	\$0.00	\$36.08
2	55	\$30.17	\$8.65	\$6.27	\$0.00	\$45.09
3	60	\$32.92	\$8.65	\$6.84	\$0.00	\$48.41
4	65	\$35.66	\$8.65	\$7.41	\$0.00	\$51.72
5	70	\$38.40	\$8.65	\$19.63	\$0.00	\$66.68
6	75	\$41.15	\$8.65	\$20.20	\$0.00	\$70.00
7	80	\$43.89	\$8.65	\$20.77	\$0.00	\$73.31
8	90	\$49.37	\$8.65	\$21.91	\$0.00	\$79.93

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.03	\$8.65	\$0.00	\$0.00	\$36.68
2	55	\$30.83	\$8.65	\$6.27	\$0.00	\$45.75
3	60	\$33.64	\$8.65	\$6.84	\$0.00	\$49.13
4	65	\$36.44	\$8.65	\$7.41	\$0.00	\$52.50
5	70	\$39.24	\$8.65	\$19.63	\$0.00	\$67.52
6	75	\$42.05	\$8.65	\$20.20	\$0.00	\$70.90
7	80	\$44.85	\$8.65	\$20.77	\$0.00	\$74.27
8	90	\$50.45	\$8.65	\$21.91	\$0.00	\$81.01

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN	06/01/2022	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
LABORERS - ZONE 2	12/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	12/01/2023	\$45.58	\$9.10	\$17.57	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR	06/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
LABORERS - ZONE 2	12/01/2022	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	06/01/2023	\$45.33	\$9.10	\$17.57	\$0.00	\$72.00
	12/01/2023	\$46.58	\$9.10	\$17.57	\$0.00	\$73.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS	06/01/2022	\$43.08	\$9.10	\$17.57	\$0.00	\$69.75
LABORERS - ZONE 2	12/01/2022	\$44.08	\$9.10	\$17.57	\$0.00	\$70.75
	06/01/2023	\$45.08	\$9.10	\$17.57	\$0.00	\$71.75
	12/01/2023	\$46.33	\$9.10	\$17.57	\$0.00	\$73.00
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 2</i>	06/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	12/01/2022	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	06/01/2023	\$45.33	\$9.10	\$17.57	\$0.00	\$72.00
	12/01/2023	\$46.58	\$9.10	\$17.57	\$0.00	\$73.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$43.08	\$9.10	\$17.57	\$0.00	\$69.75
	12/01/2022	\$44.08	\$9.10	\$17.57	\$0.00	\$70.75
	06/01/2023	\$45.08	\$9.10	\$17.57	\$0.00	\$71.75
	12/01/2023	\$46.33	\$9.10	\$17.57	\$0.00	\$73.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 2</i>	06/01/2022	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
	12/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	12/01/2023	\$45.58	\$9.10	\$17.57	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) <i>DRAWBRIDGE - SEIU LOCAL 888</i>	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN <i>ELECTRICIANS LOCAL 223</i>	09/01/2022	\$46.35	\$11.50	\$16.18	\$0.00	\$74.03
	09/01/2023	\$47.87	\$11.75	\$16.86	\$0.00	\$76.48

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - ELECTRICIAN - Local 223
Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.54	\$11.50	\$0.56	\$0.00	\$30.60
2	45	\$20.86	\$11.50	\$0.63	\$0.00	\$32.99
3	50	\$23.18	\$11.50	\$0.70	\$0.00	\$35.38
4	55	\$25.49	\$11.50	\$7.35	\$0.00	\$44.34
5	60	\$27.81	\$11.50	\$7.86	\$0.00	\$47.17
6	65	\$30.13	\$11.50	\$8.37	\$0.00	\$50.00
7	70	\$32.45	\$11.50	\$8.89	\$0.00	\$52.84
8	75	\$34.76	\$11.50	\$9.40	\$0.00	\$55.66

Effective Date - 09/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$19.15	\$11.75	\$0.57	\$0.00	\$31.47
2	45	\$21.54	\$11.75	\$0.65	\$0.00	\$33.94
3	50	\$23.94	\$11.75	\$0.72	\$0.00	\$36.41
4	55	\$26.33	\$11.75	\$7.79	\$0.00	\$45.87
5	60	\$28.72	\$11.75	\$8.31	\$0.00	\$48.78
6	65	\$31.12	\$11.75	\$8.65	\$0.00	\$51.52
7	70	\$33.51	\$11.75	\$9.38	\$0.00	\$54.64
8	75	\$35.90	\$11.75	\$9.90	\$0.00	\$57.55

Notes:
Apprentice to Journeyworker Ratio:2:3***
ELEVATOR CONSTRUCTOR
ELEVATOR CONSTRUCTORS LOCAL 4
01/01/2022
\$65.62
\$16.03
\$20.21
\$0.00
\$101.86
Apprentice - ELEVATOR CONSTRUCTOR - Local 4
Effective Date - 01/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$32.81	\$16.03	\$0.00	\$0.00	\$48.84
2	55	\$36.09	\$16.03	\$20.21	\$0.00	\$72.33
3	65	\$42.65	\$16.03	\$20.21	\$0.00	\$78.89
4	70	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17
5	80	\$52.50	\$16.03	\$20.21	\$0.00	\$88.74

Notes:

Steps 1-2 are 6 mos.; Steps 3-5 are 1 year

Apprentice to Journeyworker Ratio:1:1
ELEVATOR CONSTRUCTOR HELPER
ELEVATOR CONSTRUCTORS LOCAL 4
01/01/2022
\$45.93
\$16.03
\$20.21
\$0.00
\$82.17

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2022	\$47.18	\$14.00	\$16.05	\$0.00	\$77.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2022	\$48.72	\$14.00	\$16.05	\$0.00	\$78.77
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2022	\$23.33	\$14.00	\$16.05	\$0.00	\$53.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 223</i>	09/01/2020	\$43.66	\$10.90	\$14.66	\$0.00	\$69.22
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE <i>/ COMMISSIONINGELECTRICIANS LOCAL 223</i>	09/01/2020	\$36.86	\$10.90	\$12.45	\$0.00	\$60.21
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$42.53	\$14.25	\$16.05	\$0.00	\$72.83
	12/01/2022	\$43.54	\$14.25	\$16.05	\$0.00	\$73.84
	06/01/2023	\$44.56	\$14.25	\$16.05	\$0.00	\$74.86
	12/01/2023	\$45.57	\$14.25	\$16.05	\$0.00	\$75.87
	06/01/2024	\$46.63	\$14.25	\$16.05	\$0.00	\$76.93
	12/01/2024	\$47.81	\$14.25	\$16.05	\$0.00	\$78.11
	06/01/2025	\$48.87	\$14.25	\$16.05	\$0.00	\$79.17
	12/01/2025	\$50.04	\$14.25	\$16.05	\$0.00	\$80.34
	06/01/2026	\$51.10	\$14.25	\$16.05	\$0.00	\$81.40
	12/01/2026	\$52.28	\$14.25	\$16.05	\$0.00	\$82.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$24.50	\$9.10	\$16.64	\$0.00	\$50.24
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE I</i>	03/01/2022	\$49.93	\$8.68	\$20.27	\$0.00	\$78.88

Apprentice - FLOORCOVERER - Local 2168 Zone I

Effective Date - 03/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.97	\$8.68	\$1.79	\$0.00	\$35.44
2	55	\$27.46	\$8.68	\$1.79	\$0.00	\$37.93
3	60	\$29.96	\$8.68	\$14.90	\$0.00	\$53.54
4	65	\$32.45	\$8.68	\$14.90	\$0.00	\$56.03
5	70	\$34.95	\$8.68	\$16.69	\$0.00	\$60.32
6	75	\$37.45	\$8.68	\$16.69	\$0.00	\$62.82
7	80	\$39.94	\$8.68	\$18.48	\$0.00	\$67.10
8	85	\$42.44	\$8.68	\$18.48	\$0.00	\$69.60

Notes: Steps are 750 hrs.

% After 10/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)

Step 1&2 \$32.94/ 3&4 \$39.66/ 5&6 \$60.32/ 7&8 \$67.10

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$34.26	\$14.25	\$16.05	\$0.00	\$64.56
	12/01/2022	\$35.08	\$14.25	\$16.05	\$0.00	\$65.38
	06/01/2023	\$35.90	\$14.25	\$16.05	\$0.00	\$66.20
	12/01/2023	\$36.72	\$14.25	\$16.05	\$0.00	\$67.02
	06/01/2024	\$37.57	\$14.25	\$16.05	\$0.00	\$67.87
	12/01/2024	\$38.52	\$14.25	\$16.05	\$0.00	\$68.82
	06/01/2025	\$39.37	\$14.25	\$16.05	\$0.00	\$69.67
	12/01/2025	\$40.32	\$14.25	\$16.05	\$0.00	\$70.62
	06/01/2026	\$41.18	\$14.25	\$16.05	\$0.00	\$71.48
	12/01/2026	\$42.13	\$14.25	\$16.05	\$0.00	\$72.43

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 1333</i>	06/01/2020	\$39.18	\$10.80	\$10.45	\$0.00	\$60.43
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Apprentice - GLAZIER - Local 1333**Effective Date - 06/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.59	\$10.80	\$1.80	\$0.00	\$32.19
2	56	\$22.04	\$10.80	\$1.80	\$0.00	\$34.64
3	63	\$24.49	\$10.80	\$2.45	\$0.00	\$37.74
4	69	\$26.94	\$10.80	\$2.45	\$0.00	\$40.19
5	75	\$29.39	\$10.80	\$3.15	\$0.00	\$43.34
6	81	\$31.83	\$10.80	\$3.15	\$0.00	\$45.78
7	88	\$34.28	\$10.80	\$10.45	\$0.00	\$55.53
8	94	\$36.73	\$10.80	\$10.45	\$0.00	\$57.98

Notes:**Apprentice to Journeyworker Ratio:1:3****HOISTING ENGINEER/CRANES/GRADALLS***OPERATING ENGINEERS LOCAL 4*

06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 06/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$28.81	\$14.00	\$0.00	\$0.00	\$42.81
2	60	\$31.43	\$14.00	\$16.05	\$0.00	\$61.48
3	65	\$34.05	\$14.00	\$16.05	\$0.00	\$64.10
4	70	\$36.67	\$14.00	\$16.05	\$0.00	\$66.72
5	75	\$39.29	\$14.00	\$16.05	\$0.00	\$69.34
6	80	\$41.90	\$14.00	\$16.05	\$0.00	\$71.95
7	85	\$44.52	\$14.00	\$16.05	\$0.00	\$74.57
8	90	\$47.14	\$14.00	\$16.05	\$0.00	\$77.19

Effective Date - 12/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$29.50	\$14.25	\$0.00	\$0.00	\$43.75
2	60	\$32.18	\$14.25	\$16.05	\$0.00	\$62.48
3	65	\$34.86	\$14.25	\$16.05	\$0.00	\$65.16
4	70	\$37.54	\$14.25	\$16.05	\$0.00	\$67.84
5	75	\$40.22	\$14.25	\$16.05	\$0.00	\$70.52
6	80	\$42.90	\$14.25	\$16.05	\$0.00	\$73.20
7	85	\$45.59	\$14.25	\$16.05	\$0.00	\$75.89
8	90	\$48.27	\$14.25	\$16.05	\$0.00	\$78.57

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17 - B	04/01/2022	\$38.91	\$13.65	\$17.15	\$2.09	\$71.80
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 223	09/01/2020	\$43.66	\$10.90	\$14.66	\$0.00	\$69.22
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 17 - B	04/01/2022	\$38.91	\$13.65	\$17.15	\$2.09	\$71.80
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) PLUMBERS & PIPEFITTERS LOCAL 51	08/30/2021	\$46.49	\$10.15	\$19.95	\$0.00	\$76.59
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC PLUMBERS & PIPEFITTERS LOCAL 51	08/30/2021	\$46.49	\$10.15	\$19.95	\$0.00	\$76.59
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS LABORERS - ZONE 2	06/01/2022	\$37.06	\$9.10	\$16.64	\$0.00	\$62.80
	12/01/2022	\$37.91	\$9.10	\$16.64	\$0.00	\$63.65
	06/01/2023	\$38.81	\$9.10	\$16.64	\$0.00	\$64.55
	12/01/2023	\$39.71	\$9.10	\$16.64	\$0.00	\$65.45
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$36.16	\$9.10	\$16.64	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SOUTHERN MASS)</i>	09/01/2022	\$48.95	\$13.80	\$17.14	\$0.00	\$79.89

Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Southern MA

Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.48	\$13.80	\$12.42	\$0.00	\$50.70
2	60	\$29.37	\$13.80	\$13.36	\$0.00	\$56.53
3	70	\$34.27	\$13.80	\$14.31	\$0.00	\$62.38
4	80	\$39.16	\$13.80	\$15.25	\$0.00	\$68.21

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 37</i>	03/16/2021	\$42.46	\$7.70	\$17.10	\$0.00	\$67.26
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Apprentice - IRONWORKER - Local 37

Effective Date - 03/16/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	70	\$29.72	\$7.70	\$17.10	\$0.00	\$54.52
2	75	\$31.85	\$7.70	\$17.10	\$0.00	\$56.65
3	80	\$33.97	\$7.70	\$17.10	\$0.00	\$58.77
4	85	\$36.09	\$7.70	\$17.10	\$0.00	\$60.89
5	90	\$38.21	\$7.70	\$17.10	\$0.00	\$63.01
6	95	\$40.34	\$7.70	\$17.10	\$0.00	\$65.14

Notes:

Apprentice to Journeyworker Ratio:1:4

JACKHAMMER & PAVING BREAKER OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95

For apprentice rates see "Apprentice- LABORER"

LABORER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.31	\$9.10	\$16.64	\$0.00	\$62.05
	12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
	12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - LABORER - Zone 2						
Effective Date - 06/01/2022						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.79	\$9.10	\$16.64	\$0.00	\$47.53
2	70	\$25.42	\$9.10	\$16.64	\$0.00	\$51.16
3	80	\$29.05	\$9.10	\$16.64	\$0.00	\$54.79
4	90	\$32.68	\$9.10	\$16.64	\$0.00	\$58.42
Effective Date - 12/01/2022						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.30	\$9.10	\$16.64	\$0.00	\$48.04
2	70	\$26.01	\$9.10	\$16.64	\$0.00	\$51.75
3	80	\$29.73	\$9.10	\$16.64	\$0.00	\$55.47
4	90	\$33.44	\$9.10	\$16.64	\$0.00	\$59.18
Notes:						
Apprentice to Journeyworker Ratio:1:5						
LABORER (HEAVY & HIGHWAY)	12/01/2021	\$35.41	\$9.10	\$16.64	\$0.00	\$61.15
LABORERS - ZONE 2 (HEAVY & HIGHWAY)						

Apprentice - LABORER (Heavy & Highway) - Zone 2						
Effective Date - 12/01/2021						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.25	\$9.10	\$16.64	\$0.00	\$46.99
2	70	\$24.79	\$9.10	\$16.64	\$0.00	\$50.53
3	80	\$28.33	\$9.10	\$16.64	\$0.00	\$54.07
4	90	\$31.87	\$9.10	\$16.64	\$0.00	\$57.61
Notes:						
Apprentice to Journeyworker Ratio:1:5						
LABORER: CARPENTER TENDER	06/01/2022	\$36.31	\$9.10	\$16.64	\$0.00	\$62.05
LABORERS - ZONE 2						
	12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
	12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER	06/01/2022	\$36.31	\$9.10	\$16.64	\$0.00	\$62.05
LABORERS - ZONE 2						
	12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
	12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.40	\$9.10	\$16.70	\$0.00	\$62.20
	12/01/2022	\$37.25	\$9.10	\$16.70	\$0.00	\$63.05
	06/01/2023	\$38.15	\$9.10	\$16.70	\$0.00	\$63.95
	12/01/2023	\$39.05	\$9.10	\$16.70	\$0.00	\$64.85
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.31	\$9.10	\$16.64	\$0.00	\$62.05
	12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
	12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.31	\$9.10	\$16.64	\$0.00	\$62.05
	12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
	12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	08/01/2022	\$45.29	\$11.49	\$20.37	\$0.00	\$77.15
	02/01/2023	\$46.25	\$11.49	\$20.37	\$0.00	\$78.11
	08/01/2023	\$47.89	\$11.49	\$20.37	\$0.00	\$79.75
	02/01/2024	\$48.89	\$11.49	\$20.37	\$0.00	\$80.75
	08/01/2024	\$50.57	\$11.49	\$20.37	\$0.00	\$82.43
	02/01/2025	\$51.61	\$11.49	\$20.37	\$0.00	\$83.47
	08/01/2025	\$53.33	\$11.49	\$20.37	\$0.00	\$85.19
	02/01/2026	\$54.41	\$11.49	\$20.37	\$0.00	\$86.27
	08/01/2026	\$56.17	\$11.49	\$20.37	\$0.00	\$88.03
	02/01/2027	\$57.29	\$11.49	\$20.37	\$0.00	\$89.15

Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile**Effective Date -** 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.65	\$11.49	\$20.37	\$0.00	\$54.51
2	60	\$27.17	\$11.49	\$20.37	\$0.00	\$59.03
3	70	\$31.70	\$11.49	\$20.37	\$0.00	\$63.56
4	80	\$36.23	\$11.49	\$20.37	\$0.00	\$68.09
5	90	\$40.76	\$11.49	\$20.37	\$0.00	\$72.62

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.13	\$11.49	\$20.37	\$0.00	\$54.99
2	60	\$27.75	\$11.49	\$20.37	\$0.00	\$59.61
3	70	\$32.38	\$11.49	\$20.37	\$0.00	\$64.24
4	80	\$37.00	\$11.49	\$20.37	\$0.00	\$68.86
5	90	\$41.63	\$11.49	\$20.37	\$0.00	\$73.49

Notes:**Apprentice to Journeyworker Ratio:1:3**MARBLE MASONS, TILELAYERS & TERRAZZO MECH
BRICKLAYERS LOCAL 3 - MARBLE & TILE

08/01/2022	\$59.17	\$11.49	\$22.31	\$0.00	\$92.97
02/01/2023	\$60.37	\$11.49	\$22.31	\$0.00	\$94.17
08/01/2023	\$62.42	\$11.49	\$22.31	\$0.00	\$96.22
02/01/2024	\$63.67	\$11.49	\$22.31	\$0.00	\$97.47
08/01/2024	\$65.77	\$11.49	\$22.31	\$0.00	\$99.57
02/01/2025	\$67.07	\$11.49	\$22.31	\$0.00	\$100.87
08/01/2025	\$69.22	\$11.49	\$22.31	\$0.00	\$103.02
02/01/2026	\$70.57	\$11.49	\$22.31	\$0.00	\$104.37
08/01/2026	\$72.77	\$11.49	\$22.31	\$0.00	\$106.57
02/01/2027	\$74.17	\$11.49	\$22.31	\$0.00	\$107.97

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.59	\$11.49	\$22.31	\$0.00	\$63.39
2	60	\$35.50	\$11.49	\$22.31	\$0.00	\$69.30
3	70	\$41.42	\$11.49	\$22.31	\$0.00	\$75.22
4	80	\$47.34	\$11.49	\$22.31	\$0.00	\$81.14
5	90	\$53.25	\$11.49	\$22.31	\$0.00	\$87.05

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.19	\$11.49	\$22.31	\$0.00	\$63.99
2	60	\$36.22	\$11.49	\$22.31	\$0.00	\$70.02
3	70	\$42.26	\$11.49	\$22.31	\$0.00	\$76.06
4	80	\$48.30	\$11.49	\$22.31	\$0.00	\$82.10
5	90	\$54.33	\$11.49	\$22.31	\$0.00	\$88.13

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES)	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
OPERATING ENGINEERS LOCAL 4	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANICS MAINTENANCE	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
OPERATING ENGINEERS LOCAL 4	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 2)	01/03/2022	\$40.67	\$8.58	\$21.57	\$0.00	\$70.82
MILLWRIGHTS LOCAL 1121 - Zone 2	01/02/2023	\$41.92	\$8.58	\$21.57	\$0.00	\$72.07

Classification		Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
Apprentice - MILLWRIGHT - Local 1121 Zone 2								
Effective Date - 01/03/2022								
Step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	55		\$22.37	\$8.58	\$5.72	\$0.00	\$36.67	
2	65		\$26.44	\$8.58	\$17.93	\$0.00	\$52.95	
3	75		\$30.50	\$8.58	\$18.98	\$0.00	\$58.06	
4	85		\$34.57	\$8.58	\$20.01	\$0.00	\$63.16	
Effective Date - 01/02/2023								
Step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	55		\$23.06	\$8.58	\$5.72	\$0.00	\$37.36	
2	65		\$27.25	\$8.58	\$17.93	\$0.00	\$53.76	
3	75		\$31.44	\$8.58	\$18.98	\$0.00	\$59.00	
4	85		\$35.63	\$8.58	\$20.01	\$0.00	\$64.22	
<div>Notes: Step 1&2 Appr. indentured after 1/6/2020 receive no pension, but do receive annuity. (Step 1 \$5.72, Step 2 \$6.66) Steps are 2,000 hours</div>								
Apprentice to Journeyworker Ratio:1:4								
MORTAR MIXER			06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
LABORERS - ZONE 2			12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
			06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
			12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"								
OILER (OTHER THAN TRUCK CRANES,GRADALLS)			06/01/2022	\$23.80	\$14.25	\$16.05	\$0.00	\$54.10
OPERATING ENGINEERS LOCAL 4			12/01/2022	\$24.37	\$14.25	\$16.05	\$0.00	\$54.67
			06/01/2023	\$24.94	\$14.25	\$16.05	\$0.00	\$55.24
			12/01/2023	\$25.51	\$14.25	\$16.05	\$0.00	\$55.81
			06/01/2024	\$26.11	\$14.25	\$16.05	\$0.00	\$56.41
			12/01/2024	\$26.77	\$14.25	\$16.05	\$0.00	\$57.07
			06/01/2025	\$27.37	\$14.25	\$16.05	\$0.00	\$57.67
			12/01/2025	\$28.03	\$14.25	\$16.05	\$0.00	\$58.33
			06/01/2026	\$28.62	\$14.25	\$16.05	\$0.00	\$58.92
			12/01/2026	\$29.29	\$14.25	\$16.05	\$0.00	\$59.59
For apprentice rates see "Apprentice- OPERATING ENGINEERS"								
OILER (TRUCK CRANES, GRADALLS)			06/01/2022	\$28.88	\$14.25	\$16.05	\$0.00	\$59.18
OPERATING ENGINEERS LOCAL 4			12/01/2022	\$29.57	\$14.25	\$16.05	\$0.00	\$59.87
			06/01/2023	\$30.27	\$14.25	\$16.05	\$0.00	\$60.57
			12/01/2023	\$30.96	\$14.25	\$16.05	\$0.00	\$61.26
			06/01/2024	\$31.68	\$14.25	\$16.05	\$0.00	\$61.98
			12/01/2024	\$32.48	\$14.25	\$16.05	\$0.00	\$62.78
			06/01/2025	\$33.20	\$14.25	\$16.05	\$0.00	\$63.50
			12/01/2025	\$34.00	\$14.25	\$16.05	\$0.00	\$64.30
			06/01/2026	\$34.72	\$14.25	\$16.05	\$0.00	\$65.02
			12/01/2026	\$35.52	\$14.25	\$16.05	\$0.00	\$65.82

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 2</i>	07/01/2022	\$54.86	\$8.65	\$23.05	\$0.00	\$86.56
	01/01/2023	\$56.06	\$8.65	\$23.05	\$0.00	\$87.76
	07/01/2023	\$57.26	\$8.65	\$23.05	\$0.00	\$88.96
	01/01/2024	\$58.46	\$8.65	\$23.05	\$0.00	\$90.16
	07/01/2024	\$59.66	\$8.65	\$23.05	\$0.00	\$91.36
	01/01/2025	\$60.86	\$8.65	\$23.05	\$0.00	\$92.56

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.43	\$8.65	\$0.00	\$0.00	\$36.08
2	55	\$30.17	\$8.65	\$6.27	\$0.00	\$45.09
3	60	\$32.92	\$8.65	\$6.84	\$0.00	\$48.41
4	65	\$35.66	\$8.65	\$7.41	\$0.00	\$51.72
5	70	\$38.40	\$8.65	\$19.63	\$0.00	\$66.68
6	75	\$41.15	\$8.65	\$20.20	\$0.00	\$70.00
7	80	\$43.89	\$8.65	\$20.77	\$0.00	\$73.31
8	90	\$49.37	\$8.65	\$21.91	\$0.00	\$79.93

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.03	\$8.65	\$0.00	\$0.00	\$36.68
2	55	\$30.83	\$8.65	\$6.27	\$0.00	\$45.75
3	60	\$33.64	\$8.65	\$6.84	\$0.00	\$49.13
4	65	\$36.44	\$8.65	\$7.41	\$0.00	\$52.50
5	70	\$39.24	\$8.65	\$19.63	\$0.00	\$67.52
6	75	\$42.05	\$8.65	\$20.20	\$0.00	\$70.90
7	80	\$44.85	\$8.65	\$20.77	\$0.00	\$74.27
8	90	\$50.45	\$8.65	\$21.91	\$0.00	\$81.01

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Painter (Spray or Sandblast, New) *	07/01/2022	\$45.76	\$8.65	\$23.05	\$0.00	\$77.46
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2023	\$46.96	\$8.65	\$23.05	\$0.00	\$78.66
	07/01/2023	\$48.16	\$8.65	\$23.05	\$0.00	\$79.86
	01/01/2024	\$49.36	\$8.65	\$23.05	\$0.00	\$81.06
	07/01/2024	\$50.56	\$8.65	\$23.05	\$0.00	\$82.26
	01/01/2025	\$51.76	\$8.65	\$23.05	\$0.00	\$83.46

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.88	\$8.65	\$0.00	\$0.00	\$31.53
2	55	\$25.17	\$8.65	\$6.27	\$0.00	\$40.09
3	60	\$27.46	\$8.65	\$6.84	\$0.00	\$42.95
4	65	\$29.74	\$8.65	\$7.41	\$0.00	\$45.80
5	70	\$32.03	\$8.65	\$19.63	\$0.00	\$60.31
6	75	\$34.32	\$8.65	\$20.20	\$0.00	\$63.17
7	80	\$36.61	\$8.65	\$20.77	\$0.00	\$66.03
8	90	\$41.18	\$8.65	\$21.91	\$0.00	\$71.74

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.48	\$8.65	\$0.00	\$0.00	\$32.13
2	55	\$25.83	\$8.65	\$6.27	\$0.00	\$40.75
3	60	\$28.18	\$8.65	\$6.84	\$0.00	\$43.67
4	65	\$30.52	\$8.65	\$7.41	\$0.00	\$46.58
5	70	\$32.87	\$8.65	\$19.63	\$0.00	\$61.15
6	75	\$35.22	\$8.65	\$20.20	\$0.00	\$64.07
7	80	\$37.57	\$8.65	\$20.77	\$0.00	\$66.99
8	90	\$42.26	\$8.65	\$21.91	\$0.00	\$72.82

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Painter (Spray or Sandblast, Repaint)	07/01/2022	\$43.82	\$8.65	\$23.05	\$0.00	\$75.52
<i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2023	\$45.02	\$8.65	\$23.05	\$0.00	\$76.72
	07/01/2023	\$46.22	\$8.65	\$23.05	\$0.00	\$77.92
	01/01/2024	\$47.42	\$8.65	\$23.05	\$0.00	\$79.12
	07/01/2024	\$48.62	\$8.65	\$23.05	\$0.00	\$80.32
	01/01/2025	\$49.82	\$8.65	\$23.05	\$0.00	\$81.52

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint**Effective Date - 07/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.91	\$8.65	\$0.00	\$0.00	\$30.56
2	55	\$24.10	\$8.65	\$6.27	\$0.00	\$39.02
3	60	\$26.29	\$8.65	\$6.84	\$0.00	\$41.78
4	65	\$28.48	\$8.65	\$7.41	\$0.00	\$44.54
5	70	\$30.67	\$8.65	\$19.63	\$0.00	\$58.95
6	75	\$32.87	\$8.65	\$20.20	\$0.00	\$61.72
7	80	\$35.06	\$8.65	\$20.77	\$0.00	\$64.48
8	90	\$39.44	\$8.65	\$21.91	\$0.00	\$70.00

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.51	\$8.65	\$0.00	\$0.00	\$31.16
2	55	\$24.76	\$8.65	\$6.27	\$0.00	\$39.68
3	60	\$27.01	\$8.65	\$6.84	\$0.00	\$42.50
4	65	\$29.26	\$8.65	\$7.41	\$0.00	\$45.32
5	70	\$31.51	\$8.65	\$19.63	\$0.00	\$59.79
6	75	\$33.77	\$8.65	\$20.20	\$0.00	\$62.62
7	80	\$36.02	\$8.65	\$20.77	\$0.00	\$65.44
8	90	\$40.52	\$8.65	\$21.91	\$0.00	\$71.08

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *

* If 30% or more of surfaces to be painted are new construction,
NEW paint rate shall be used. *PAINTERS LOCAL 35 - ZONE 2*

07/01/2022	\$44.36	\$8.65	\$23.05	\$0.00	\$76.06
01/01/2023	\$45.56	\$8.65	\$23.05	\$0.00	\$77.26
07/01/2023	\$46.76	\$8.65	\$23.05	\$0.00	\$78.46
01/01/2024	\$47.96	\$8.65	\$23.05	\$0.00	\$79.66
07/01/2024	\$49.16	\$8.65	\$23.05	\$0.00	\$80.86
01/01/2025	\$50.36	\$8.65	\$23.05	\$0.00	\$82.06

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW**Effective Date - 07/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.18	\$8.65	\$0.00	\$0.00	\$30.83
2	55	\$24.40	\$8.65	\$6.27	\$0.00	\$39.32
3	60	\$26.62	\$8.65	\$6.84	\$0.00	\$42.11
4	65	\$28.83	\$8.65	\$7.41	\$0.00	\$44.89
5	70	\$31.05	\$8.65	\$19.63	\$0.00	\$59.33
6	75	\$33.27	\$8.65	\$20.20	\$0.00	\$62.12
7	80	\$35.49	\$8.65	\$20.77	\$0.00	\$64.91
8	90	\$39.92	\$8.65	\$21.91	\$0.00	\$70.48

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.78	\$8.65	\$0.00	\$0.00	\$31.43
2	55	\$25.06	\$8.65	\$6.27	\$0.00	\$39.98
3	60	\$27.34	\$8.65	\$6.84	\$0.00	\$42.83
4	65	\$29.61	\$8.65	\$7.41	\$0.00	\$45.67
5	70	\$31.89	\$8.65	\$19.63	\$0.00	\$60.17
6	75	\$34.17	\$8.65	\$20.20	\$0.00	\$63.02
7	80	\$36.45	\$8.65	\$20.77	\$0.00	\$65.87
8	90	\$41.00	\$8.65	\$21.91	\$0.00	\$71.56

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)

PAINTERS LOCAL 35 - ZONE 2

07/01/2022	\$42.42	\$8.65	\$23.05	\$0.00	\$74.12
01/01/2023	\$43.62	\$8.65	\$23.05	\$0.00	\$75.32
07/01/2023	\$44.82	\$8.65	\$23.05	\$0.00	\$76.52
01/01/2024	\$46.02	\$8.65	\$23.05	\$0.00	\$77.72
07/01/2024	\$47.22	\$8.65	\$23.05	\$0.00	\$78.92
01/01/2025	\$48.42	\$8.65	\$23.05	\$0.00	\$80.12

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.21	\$8.65	\$0.00	\$0.00	\$29.86
2	55	\$23.33	\$8.65	\$6.27	\$0.00	\$38.25
3	60	\$25.45	\$8.65	\$6.84	\$0.00	\$40.94
4	65	\$27.57	\$8.65	\$7.41	\$0.00	\$43.63
5	70	\$29.69	\$8.65	\$19.63	\$0.00	\$57.97
6	75	\$31.82	\$8.65	\$20.20	\$0.00	\$60.67
7	80	\$33.94	\$8.65	\$20.77	\$0.00	\$63.36
8	90	\$38.18	\$8.65	\$21.91	\$0.00	\$68.74

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.81	\$8.65	\$0.00	\$0.00	\$30.46
2	55	\$23.99	\$8.65	\$6.27	\$0.00	\$38.91
3	60	\$26.17	\$8.65	\$6.84	\$0.00	\$41.66
4	65	\$28.35	\$8.65	\$7.41	\$0.00	\$44.41
5	70	\$30.53	\$8.65	\$19.63	\$0.00	\$58.81
6	75	\$32.72	\$8.65	\$20.20	\$0.00	\$61.57
7	80	\$34.90	\$8.65	\$20.77	\$0.00	\$64.32
8	90	\$39.26	\$8.65	\$21.91	\$0.00	\$69.82

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2021	\$35.41	\$9.10	\$16.64	\$0.00	\$61.15
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$35.78	\$13.41	\$16.01	\$0.00	\$65.20
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2020	\$46.11	\$9.40	\$23.12	\$0.00	\$78.63
For apprentice rates see "Apprentice- PILE DRIVER"						
PILE DRIVER PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2020	\$46.11	\$9.40	\$23.12	\$0.00	\$78.63

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - PILE DRIVER - Local 56 Zone 2						
Effective Date - 08/01/2020						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Notes: Apprentice wages shall be no less than the following Steps; (Same as set in Zone 1) 1\$57.06/2\$61.96/3\$66.87/4\$69.32/5\$71.78/6\$71.78/7\$76.68/8\$76.68						
Apprentice to Journeyworker Ratio:1:5						
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PIPELAYER		06/01/2022	\$36.56	\$9.10	\$16.64	\$62.30
LABORERS - ZONE 2		12/01/2022	\$37.41	\$9.10	\$16.64	\$63.15
		06/01/2023	\$38.31	\$9.10	\$16.64	\$64.05
		12/01/2023	\$39.21	\$9.10	\$16.64	\$64.95
For apprentice rates see "Apprentice- LABORER"						
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PIPELAYER (HEAVY & HIGHWAY)		12/01/2021	\$35.66	\$9.10	\$16.64	\$61.40
LABORERS - ZONE 2 (HEAVY & HIGHWAY)						
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
<hr/>						
PLUMBER & PIPEFITTER		08/30/2021	\$46.49	\$10.15	\$19.95	\$76.59
PLUMBERS & PIPEFITTERS LOCAL 51						
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Apprentice - PLUMBER/PIPEFITTER - Local 51						
Effective Date - 08/30/2021						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.60	\$10.15	\$2.50	\$0.00	\$31.25
2	50	\$23.25	\$10.15	\$2.50	\$0.00	\$35.90
3	60	\$27.89	\$10.15	\$8.80	\$0.00	\$46.84
4	70	\$32.54	\$10.15	\$14.08	\$0.00	\$56.77
5	80	\$37.19	\$10.15	\$17.60	\$0.00	\$64.94
Notes: Steps 2000hrs. Prior 9/1/05; 40/40/45/50/55/60/65/75/80/85						
Apprentice to Journeyworker Ratio:1:3						
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PNEUMATIC CONTROLS (TEMP.)		08/30/2021	\$46.49	\$10.15	\$19.95	\$76.59
PLUMBERS & PIPEFITTERS LOCAL 51						
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
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PNEUMATIC DRILL/TOOL OPERATOR		06/01/2022	\$36.56	\$9.10	\$16.64	\$62.30
LABORERS - ZONE 2		12/01/2022	\$37.41	\$9.10	\$16.64	\$63.15
		06/01/2023	\$38.31	\$9.10	\$16.64	\$64.05
		12/01/2023	\$39.21	\$9.10	\$16.64	\$64.95
For apprentice rates see "Apprentice- LABORER"						
<hr/>						
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)		12/01/2021	\$35.66	\$9.10	\$16.64	\$61.40
LABORERS - ZONE 2 (HEAVY & HIGHWAY)						
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER <i>LABORERS - ZONE 2</i>	06/01/2022	\$37.31	\$9.10	\$16.64	\$0.00	\$63.05
	12/01/2022	\$38.16	\$9.10	\$16.64	\$0.00	\$63.90
	06/01/2023	\$39.06	\$9.10	\$16.64	\$0.00	\$64.80
	12/01/2023	\$39.96	\$9.10	\$16.64	\$0.00	\$65.70
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$36.41	\$9.10	\$16.64	\$0.00	\$62.15
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$34.26	\$14.25	\$16.05	\$0.00	\$64.56
	12/01/2022	\$35.08	\$14.25	\$16.05	\$0.00	\$65.38
	06/01/2023	\$35.90	\$14.25	\$16.05	\$0.00	\$66.20
	12/01/2023	\$36.72	\$14.25	\$16.05	\$0.00	\$67.02
	06/01/2024	\$37.57	\$14.25	\$16.05	\$0.00	\$67.87
	12/01/2024	\$38.52	\$14.25	\$16.05	\$0.00	\$68.82
	06/01/2025	\$39.37	\$14.25	\$16.05	\$0.00	\$69.67
	12/01/2025	\$40.32	\$14.25	\$16.05	\$0.00	\$70.62
	06/01/2026	\$41.18	\$14.25	\$16.05	\$0.00	\$71.48
	12/01/2026	\$42.13	\$14.25	\$16.05	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
READY-MIX CONCRETE DRIVER <i>TEAMSTERS 170 - Dauphinais (Bellingham)</i>	01/01/2022	\$25.75	\$9.76	\$4.00	\$0.00	\$39.51
	12/01/2022	\$26.40	\$10.26	\$4.75	\$0.00	\$41.41
	01/01/2023	\$26.40	\$10.26	\$4.75	\$0.00	\$41.41
	12/01/2023	\$27.00	\$10.76	\$5.45	\$0.00	\$43.21
	01/01/2024	\$27.00	\$10.76	\$5.45	\$0.00	\$43.21
	12/01/2024	\$27.60	\$11.26	\$6.15	\$0.00	\$45.01
	01/01/2025	\$27.60	\$11.26	\$6.15	\$0.00	\$45.01
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg) <i>ROOFERS LOCAL 33</i>	02/01/2022	\$47.03	\$12.28	\$19.45	\$0.00	\$78.76

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - ROOFER - Local 33

Effective Date - 02/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.52	\$12.28	\$5.21	\$0.00	\$41.01
2	60	\$28.22	\$12.28	\$19.45	\$0.00	\$59.95
3	65	\$30.57	\$12.28	\$19.45	\$0.00	\$62.30
4	75	\$35.27	\$12.28	\$19.45	\$0.00	\$67.00
5	85	\$39.98	\$12.28	\$19.45	\$0.00	\$71.71

Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1
Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.
(Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER)

Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 33	02/01/2022	\$47.28	\$12.28	\$19.45	\$0.00	\$79.01
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For apprentice rates see "Apprentice- ROOFER"

SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 17 - B	04/01/2022	\$37.41	\$13.95	\$17.85	\$2.08	\$71.29
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Apprentice - SHEET METAL WORKER - Local 17-B

Effective Date - 04/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$14.96	\$13.95	\$4.10	\$1.02	\$34.03
2	45	\$16.83	\$13.95	\$4.61	\$1.09	\$36.48
3	50	\$18.71	\$13.95	\$11.26	\$1.35	\$45.27
4	55	\$20.58	\$13.95	\$11.26	\$1.41	\$47.20
5	60	\$22.45	\$13.95	\$14.60	\$1.53	\$52.53
6	65	\$24.32	\$13.95	\$14.88	\$1.59	\$54.74
7	70	\$26.19	\$13.95	\$15.16	\$1.66	\$56.96
8	75	\$28.06	\$13.95	\$15.44	\$1.72	\$59.17
9	80	\$29.93	\$13.95	\$15.72	\$1.79	\$61.39
10	85	\$31.80	\$13.95	\$15.57	\$1.85	\$63.17

Notes:

Apprentice to Journeyworker Ratio:1:3

SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
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SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPRINKLER FITTER	10/01/2022	\$59.00	\$10.44	\$22.60	\$0.00	\$92.04
SPRINKLER FITTERS LOCAL 550 - (Section B) Zone 2	03/01/2023	\$60.53	\$10.44	\$22.60	\$0.00	\$93.57
	10/01/2023	\$62.11	\$10.44	\$22.60	\$0.00	\$95.15
	03/01/2024	\$63.73	\$10.44	\$22.60	\$0.00	\$96.77
	10/01/2024	\$65.35	\$10.44	\$22.60	\$0.00	\$98.39
	03/01/2025	\$66.97	\$10.44	\$22.60	\$0.00	\$100.01

Apprentice - SPRINKLER FITTER - Local 550 (Section B) Zone 2

Effective Date - 10/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$20.65	\$10.44	\$9.10	\$0.00	\$40.19
2	40	\$23.60	\$10.44	\$9.10	\$0.00	\$43.14
3	45	\$26.55	\$10.44	\$9.10	\$0.00	\$46.09
4	50	\$29.50	\$10.44	\$9.10	\$0.00	\$49.04
5	55	\$32.45	\$10.44	\$9.10	\$0.00	\$51.99
6	60	\$35.40	\$10.44	\$11.10	\$0.00	\$56.94
7	65	\$38.35	\$10.44	\$11.10	\$0.00	\$59.89
8	70	\$41.30	\$10.44	\$11.10	\$0.00	\$62.84
9	75	\$44.25	\$10.44	\$11.10	\$0.00	\$65.79
10	80	\$47.20	\$10.44	\$11.10	\$0.00	\$68.74

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$21.19	\$10.44	\$9.10	\$0.00	\$40.73
2	40	\$24.21	\$10.44	\$9.10	\$0.00	\$43.75
3	45	\$27.24	\$10.44	\$9.10	\$0.00	\$46.78
4	50	\$30.27	\$10.44	\$9.10	\$0.00	\$49.81
5	55	\$33.29	\$10.44	\$9.10	\$0.00	\$52.83
6	60	\$36.32	\$10.44	\$11.10	\$0.00	\$57.86
7	65	\$39.34	\$10.44	\$11.10	\$0.00	\$60.88
8	70	\$42.37	\$10.44	\$11.10	\$0.00	\$63.91
9	75	\$45.40	\$10.44	\$11.10	\$0.00	\$66.94
10	80	\$48.42	\$10.44	\$11.10	\$0.00	\$69.96

Notes: Apprentice entered prior 9/30/10:
40/45/50/55/60/65/70/75/80/85
Steps are 850 hours

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
STEAM BOILER OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 223</i>	09/01/2022	\$38.16	\$11.25	\$13.31	\$0.00	\$62.72
	09/01/2023	\$39.40	\$11.50	\$13.91	\$0.00	\$64.81
	09/01/2024	\$40.69	\$11.75	\$14.53	\$0.00	\$66.97

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 223

Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Notes: See Electrician Apprentice Wages

Telecom Apprentice Wages shall be the same as the Electrician Apprentice Wages

Apprentice to Journeyworker Ratio:2:3***

TERRAZZO FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	08/01/2022	\$58.09	\$11.49	\$22.34	\$0.00	\$91.92
	02/01/2023	\$59.29	\$11.49	\$22.34	\$0.00	\$93.12
	08/01/2023	\$61.34	\$11.49	\$22.34	\$0.00	\$95.17
	02/01/2024	\$62.59	\$11.49	\$22.34	\$0.00	\$96.42
	08/01/2024	\$64.69	\$11.49	\$22.34	\$0.00	\$98.52
	02/01/2025	\$65.99	\$11.49	\$22.34	\$0.00	\$99.82
	08/01/2025	\$68.14	\$11.49	\$22.34	\$0.00	\$101.97
	02/01/2026	\$69.49	\$11.49	\$22.34	\$0.00	\$103.32
	08/01/2026	\$71.69	\$11.49	\$22.34	\$0.00	\$105.52
	02/01/2027	\$73.09	\$11.49	\$22.34	\$0.00	\$106.92

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.05	\$11.49	\$22.34	\$0.00	\$62.88
2	60	\$34.85	\$11.49	\$22.34	\$0.00	\$68.68
3	70	\$40.66	\$11.49	\$22.34	\$0.00	\$74.49
4	80	\$46.47	\$11.49	\$22.34	\$0.00	\$80.30
5	90	\$52.28	\$11.49	\$22.34	\$0.00	\$86.11

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.65	\$11.49	\$22.34	\$0.00	\$63.48
2	60	\$35.57	\$11.49	\$22.34	\$0.00	\$69.40
3	70	\$41.50	\$11.49	\$22.34	\$0.00	\$75.33
4	80	\$47.43	\$11.49	\$22.34	\$0.00	\$81.26
5	90	\$53.36	\$11.49	\$22.34	\$0.00	\$87.19

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$42.58	\$9.10	\$17.72	\$0.00	\$69.40
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.30	\$9.10	\$17.72	\$0.00	\$68.12
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2021	\$53.41	\$9.10	\$18.17	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2021	\$55.41	\$9.10	\$18.17	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2021	\$45.48	\$9.10	\$18.17	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2021	\$47.48	\$9.10	\$18.17	\$0.00	\$74.75
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
WAGON DRILL OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
	For apprentice rates see "Apprentice- LABORER"					
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER <i>PLUMBERS & PIPEFITTERS LOCAL 51</i>	08/30/2021	\$46.49	\$10.15	\$19.95	\$0.00	\$76.59
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

** Multiple ratios are listed in the comment field.

*** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

**** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.



CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF LABOR STANDARDS

Prevailing Wage Rates

**As determined by the Director under the provisions of the
Massachusetts General Laws, Chapter 149, Sections 26 to 27H**

ROSALIN ACOSTA
Secretary

MICHAEL FLANAGAN
Director

Awarding Authority: MBTA
Contract Number: R90CN02 **City/Town:** PITTSFIELD
Description of Work: Work consists of replacing existing and installing new concrete sidewalk, pavement, and pedestrian ramps systemwide, on an as-needed basis.
Job Location: Various

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- **The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor.** For multi-year CM AT RISK projects, the awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. The annual update requirement is not applicable to 27F "rental of equipment" contracts. **The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.**
- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or a sub-contractor.
- Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.**
- Every contractor or subcontractor working on the construction project must submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. For a sample payroll reporting form go to <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Contractors must obtain the wage schedules from awarding authorities. Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$35.95	\$13.41	\$16.01	\$0.00	\$65.37
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.14	\$13.41	\$16.01	\$0.00	\$65.56
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2022	\$30.23	\$9.10	\$13.62	\$0.00	\$52.95
	12/01/2022	\$31.04	\$9.10	\$13.62	\$0.00	\$53.76
	06/01/2023	\$31.86	\$9.10	\$13.62	\$0.00	\$54.58
	12/01/2023	\$32.67	\$9.10	\$13.62	\$0.00	\$55.39
	06/01/2024	\$33.49	\$9.10	\$13.62	\$0.00	\$56.21
	12/01/2024	\$34.30	\$9.10	\$13.62	\$0.00	\$57.02
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	12/01/2021	\$31.12	\$9.10	\$14.69	\$0.00	\$54.91
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS WORKER (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	12/01/2020	\$34.29	\$12.80	\$8.95	\$0.00	\$56.04
ASPHALT RAKER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2022	\$29.73	\$9.10	\$13.62	\$0.00	\$52.45
	12/01/2022	\$30.54	\$9.10	\$13.62	\$0.00	\$53.26
	06/01/2023	\$31.36	\$9.10	\$13.62	\$0.00	\$54.08
	12/01/2023	\$32.17	\$9.10	\$13.62	\$0.00	\$54.89
	06/01/2024	\$32.99	\$9.10	\$13.62	\$0.00	\$55.71
	12/01/2024	\$33.80	\$9.10	\$13.62	\$0.00	\$56.52
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	12/01/2021	\$30.62	\$9.10	\$14.69	\$0.00	\$54.41
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$38.74	\$12.47	\$14.50	\$0.00	\$65.71
	12/01/2022	\$39.62	\$12.47	\$14.50	\$0.00	\$66.59
	06/01/2023	\$40.57	\$12.47	\$14.50	\$0.00	\$67.54
	12/01/2023	\$41.52	\$12.47	\$14.50	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$38.74	\$12.47	\$14.50	\$0.00	\$65.71
	12/01/2022	\$39.62	\$12.47	\$14.50	\$0.00	\$66.59
	06/01/2023	\$40.57	\$12.47	\$14.50	\$0.00	\$67.54
	12/01/2023	\$41.52	\$12.47	\$14.50	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2022	\$29.73	\$9.10	\$13.62	\$0.00	\$52.45
	12/01/2022	\$30.54	\$9.10	\$13.62	\$0.00	\$53.26
	06/01/2023	\$31.36	\$9.10	\$13.62	\$0.00	\$54.08
	12/01/2023	\$32.17	\$9.10	\$13.62	\$0.00	\$54.89
	06/01/2024	\$32.99	\$9.10	\$13.62	\$0.00	\$55.71
	12/01/2024	\$33.80	\$9.10	\$13.62	\$0.00	\$56.52

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
BATCH/CEMENT PLANT - ON SITE	06/01/2022	\$38.21	\$12.47	\$14.50	\$0.00	\$65.18
<i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2022	\$39.09	\$12.47	\$14.50	\$0.00	\$66.06
	06/01/2023	\$40.04	\$12.47	\$14.50	\$0.00	\$67.01
	12/01/2023	\$40.99	\$12.47	\$14.50	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BLOCK PAVER, RAMMER / CURB SETTER	06/01/2022	\$30.23	\$9.10	\$13.62	\$0.00	\$52.95
<i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	12/01/2022	\$31.04	\$9.10	\$13.62	\$0.00	\$53.76
	06/01/2023	\$31.86	\$9.10	\$13.62	\$0.00	\$54.58
	12/01/2023	\$32.67	\$9.10	\$13.62	\$0.00	\$55.39
	06/01/2024	\$33.49	\$9.10	\$13.62	\$0.00	\$56.21
	12/01/2024	\$34.30	\$9.10	\$13.62	\$0.00	\$57.02
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY)	12/01/2021	\$31.12	\$9.10	\$14.69	\$0.00	\$54.91
<i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"					
BOILER MAKER	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15
<i>BOILERMAKERS LOCAL 29</i>						

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
2	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
3	70	\$32.27	\$7.07	\$12.59	\$0.00	\$51.93
4	75	\$34.58	\$7.07	\$13.49	\$0.00	\$55.14
5	80	\$36.88	\$7.07	\$14.38	\$0.00	\$58.33
6	85	\$39.19	\$7.07	\$15.29	\$0.00	\$61.55
7	90	\$41.49	\$7.07	\$16.18	\$0.00	\$64.74
8	95	\$43.80	\$7.07	\$17.09	\$0.00	\$67.96

Notes:

Apprentice to Journeyworker Ratio:1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	08/01/2022	\$47.56	\$11.49	\$20.37	\$0.00	\$79.42
<i>BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)</i>	02/01/2023	\$48.76	\$11.49	\$20.37	\$0.00	\$80.62
	08/01/2023	\$50.81	\$11.49	\$20.37	\$0.00	\$82.67
	02/01/2024	\$52.06	\$11.49	\$20.37	\$0.00	\$83.92
	08/01/2024	\$53.31	\$11.49	\$20.37	\$0.00	\$85.17
	02/01/2025	\$54.61	\$11.49	\$20.37	\$0.00	\$86.47
	08/01/2025	\$56.76	\$11.49	\$20.37	\$0.00	\$88.62
	02/01/2026	\$58.11	\$11.49	\$20.37	\$0.00	\$89.97
	08/01/2026	\$60.31	\$11.49	\$20.37	\$0.00	\$92.17
	02/01/2027	\$61.71	\$11.49	\$20.37	\$0.00	\$93.57

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Springfield/Pittsfield

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.78	\$11.49	\$20.37	\$0.00	\$55.64
2	60	\$28.54	\$11.49	\$20.37	\$0.00	\$60.40
3	70	\$33.29	\$11.49	\$20.37	\$0.00	\$65.15
4	80	\$38.05	\$11.49	\$20.37	\$0.00	\$69.91
5	90	\$42.80	\$11.49	\$20.37	\$0.00	\$74.66

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.38	\$11.49	\$20.37	\$0.00	\$56.24
2	60	\$29.26	\$11.49	\$20.37	\$0.00	\$61.12
3	70	\$34.13	\$11.49	\$20.37	\$0.00	\$65.99
4	80	\$39.01	\$11.49	\$20.37	\$0.00	\$70.87
5	90	\$43.88	\$11.49	\$20.37	\$0.00	\$75.74

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/POWER SHOVEL/TREE SHREDDER	06/01/2022	\$38.74	\$12.47	\$14.50	\$0.00	\$65.71
/CLAM SHELL OPERATING	12/01/2022	\$39.62	\$12.47	\$14.50	\$0.00	\$66.59
ENGINEERS LOCAL 98	06/01/2023	\$40.57	\$12.47	\$14.50	\$0.00	\$67.54
	12/01/2023	\$41.52	\$12.47	\$14.50	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN	12/01/2021	\$42.33	\$9.10	\$17.72	\$0.00	\$69.15
LABORERS - FOUNDATION AND MARINE						
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
LABORERS - FOUNDATION AND MARINE						
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
LABORERS - FOUNDATION AND MARINE						
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR	06/01/2022	\$29.73	\$9.10	\$13.62	\$0.00	\$52.45
LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2022	\$30.54	\$9.10	\$13.62	\$0.00	\$53.26
	06/01/2023	\$31.36	\$9.10	\$13.62	\$0.00	\$54.08
	12/01/2023	\$32.17	\$9.10	\$13.62	\$0.00	\$54.89
	06/01/2024	\$32.99	\$9.10	\$13.62	\$0.00	\$55.71
	12/01/2024	\$33.80	\$9.10	\$13.62	\$0.00	\$56.52
For apprentice rates see "Apprentice- LABORER"						
CARPENTER	09/01/2022	\$39.82	\$7.16	\$18.15	\$0.00	\$65.13
CARPENTERS LOCAL 336 - BERKSHIRE COUNTY	03/01/2023	\$40.32	\$7.16	\$18.15	\$0.00	\$65.63

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - CARPENTER - Local 336 Berkshire
Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.91	\$7.16	\$1.40	\$0.00	\$28.47
2	60	\$23.89	\$7.16	\$1.40	\$0.00	\$32.45
3	70	\$27.87	\$7.16	\$13.95	\$0.00	\$48.98
4	75	\$29.87	\$7.16	\$13.95	\$0.00	\$50.98
5	80	\$31.86	\$7.16	\$15.35	\$0.00	\$54.37
6	80	\$31.86	\$7.16	\$15.35	\$0.00	\$54.37
7	90	\$35.84	\$7.16	\$16.75	\$0.00	\$59.75
8	90	\$35.84	\$7.16	\$16.75	\$0.00	\$59.75

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.16	\$7.16	\$1.40	\$0.00	\$28.72
2	60	\$24.19	\$7.16	\$1.40	\$0.00	\$32.75
3	70	\$28.22	\$7.16	\$13.95	\$0.00	\$49.33
4	75	\$30.24	\$7.16	\$13.95	\$0.00	\$51.35
5	80	\$32.26	\$7.16	\$15.35	\$0.00	\$54.77
6	80	\$32.26	\$7.16	\$15.35	\$0.00	\$54.77
7	90	\$36.29	\$7.16	\$16.75	\$0.00	\$60.20
8	90	\$36.29	\$7.16	\$16.75	\$0.00	\$60.20

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80

Step 1&2 \$26.70/ 3&4 43.29/ 5&6 50.73/ 7&8 \$56.17

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME

04/01/2022

\$23.66

\$7.21

\$4.80

\$0.00

\$35.67

CARPENTERS-ZONE 3 (Wood Frame)

04/01/2023

\$24.16

\$7.21

\$4.80

\$0.00

\$36.17

All Aspects of New Wood Frame Work

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - CARPENTER (Wood Frame) - Zone 3
Effective Date - 04/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.20	\$7.21	\$0.00	\$0.00	\$21.41
2	60	\$14.20	\$7.21	\$0.00	\$0.00	\$21.41
3	65	\$15.38	\$7.21	\$0.00	\$0.00	\$22.59
4	70	\$16.56	\$7.21	\$0.00	\$0.00	\$23.77
5	75	\$17.75	\$7.21	\$3.80	\$0.00	\$28.76
6	80	\$18.93	\$7.21	\$3.80	\$0.00	\$29.94
7	85	\$20.11	\$7.21	\$3.80	\$0.00	\$31.12
8	90	\$21.29	\$7.21	\$3.80	\$0.00	\$32.30

Effective Date - 04/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.50	\$7.21	\$0.00	\$0.00	\$21.71
2	60	\$14.50	\$7.21	\$0.00	\$0.00	\$21.71
3	65	\$15.70	\$7.21	\$0.00	\$0.00	\$22.91
4	70	\$16.91	\$7.21	\$0.00	\$0.00	\$24.12
5	75	\$18.12	\$7.21	\$3.80	\$0.00	\$29.13
6	80	\$19.33	\$7.21	\$3.80	\$0.00	\$30.34
7	85	\$20.54	\$7.21	\$3.80	\$0.00	\$31.55
8	90	\$21.74	\$7.21	\$3.80	\$0.00	\$32.75

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$17.86/ 3&4 \$20.22/ 5&6 \$27.57/ 7&8 \$29.94

Apprentice to Journeyworker Ratio:1:5
CEMENT MASONRY/PLASTERING
01/01/2020
\$41.94
\$12.70
\$17.64
\$0.62
\$72.90
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)
Apprentice - CEMENT MASONRY/PLASTERING - Springfield/Pittsfield
Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.97	\$12.70	\$15.41	\$0.00	\$49.08
2	60	\$25.16	\$12.70	\$17.64	\$0.62	\$56.12
3	65	\$27.26	\$12.70	\$17.64	\$0.62	\$58.22
4	70	\$29.36	\$12.70	\$17.64	\$0.62	\$60.32
5	75	\$31.46	\$12.70	\$17.64	\$0.62	\$62.42
6	80	\$33.55	\$12.70	\$17.64	\$0.62	\$64.51
7	90	\$37.75	\$12.70	\$17.64	\$0.62	\$68.71

Notes:

Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2022	\$29.73	\$9.10	\$13.62	\$0.00	\$52.45
	12/01/2022	\$30.54	\$9.10	\$13.62	\$0.00	\$53.26
	06/01/2023	\$31.36	\$9.10	\$13.62	\$0.00	\$54.08
	12/01/2023	\$32.17	\$9.10	\$13.62	\$0.00	\$54.89
	06/01/2024	\$32.99	\$9.10	\$13.62	\$0.00	\$55.71
	12/01/2024	\$33.80	\$9.10	\$13.62	\$0.00	\$56.52
For apprentice rates see "Apprentice- LABORER"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$38.21	\$12.47	\$14.50	\$0.00	\$65.18
	12/01/2022	\$39.09	\$12.47	\$14.50	\$0.00	\$66.06
	06/01/2023	\$40.04	\$12.47	\$14.50	\$0.00	\$67.01
	12/01/2023	\$40.99	\$12.47	\$14.50	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CRANE OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$42.24	\$12.47	\$14.50	\$0.00	\$69.21
	12/01/2022	\$43.12	\$12.47	\$14.50	\$0.00	\$70.09
	06/01/2023	\$44.07	\$12.47	\$14.50	\$0.00	\$71.04
	12/01/2023	\$45.02	\$12.47	\$14.50	\$0.00	\$71.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 3</i>	07/01/2022	\$54.86	\$8.65	\$23.05	\$0.00	\$86.56
	01/01/2023	\$56.06	\$8.65	\$23.05	\$0.00	\$87.76
	07/01/2023	\$57.26	\$8.65	\$23.05	\$0.00	\$88.96
	01/01/2024	\$58.46	\$8.65	\$23.05	\$0.00	\$90.16
	07/01/2024	\$59.66	\$8.65	\$23.05	\$0.00	\$91.36
	01/01/2025	\$60.86	\$8.65	\$23.05	\$0.00	\$92.56

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.43	\$8.65	\$0.00	\$0.00	\$36.08
2	55	\$30.17	\$8.65	\$6.27	\$0.00	\$45.09
3	60	\$32.92	\$8.65	\$6.84	\$0.00	\$48.41
4	65	\$35.66	\$8.65	\$7.41	\$0.00	\$51.72
5	70	\$38.40	\$8.65	\$19.63	\$0.00	\$66.68
6	75	\$41.15	\$8.65	\$20.20	\$0.00	\$70.00
7	80	\$43.89	\$8.65	\$20.77	\$0.00	\$73.31
8	90	\$49.37	\$8.65	\$21.91	\$0.00	\$79.93

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.03	\$8.65	\$0.00	\$0.00	\$36.68
2	55	\$30.83	\$8.65	\$6.27	\$0.00	\$45.75
3	60	\$33.64	\$8.65	\$6.84	\$0.00	\$49.13
4	65	\$36.44	\$8.65	\$7.41	\$0.00	\$52.50
5	70	\$39.24	\$8.65	\$19.63	\$0.00	\$67.52
6	75	\$42.05	\$8.65	\$20.20	\$0.00	\$70.90
7	80	\$44.85	\$8.65	\$20.77	\$0.00	\$74.27
8	90	\$50.45	\$8.65	\$21.91	\$0.00	\$81.01

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN	06/01/2022	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	12/01/2023	\$45.58	\$9.10	\$17.57	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR	06/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2022	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	06/01/2023	\$45.33	\$9.10	\$17.57	\$0.00	\$72.00
	12/01/2023	\$46.58	\$9.10	\$17.57	\$0.00	\$73.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS	06/01/2022	\$43.08	\$9.10	\$17.57	\$0.00	\$69.75
LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2022	\$44.08	\$9.10	\$17.57	\$0.00	\$70.75
	06/01/2023	\$45.08	\$9.10	\$17.57	\$0.00	\$71.75
	12/01/2023	\$46.33	\$9.10	\$17.57	\$0.00	\$73.00
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	12/01/2022	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	06/01/2023	\$45.33	\$9.10	\$17.57	\$0.00	\$72.00
	12/01/2023	\$46.58	\$9.10	\$17.57	\$0.00	\$73.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2022	\$43.08	\$9.10	\$17.57	\$0.00	\$69.75
	12/01/2022	\$44.08	\$9.10	\$17.57	\$0.00	\$70.75
	06/01/2023	\$45.08	\$9.10	\$17.57	\$0.00	\$71.75
	12/01/2023	\$46.33	\$9.10	\$17.57	\$0.00	\$73.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2022	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
	12/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	12/01/2023	\$45.58	\$9.10	\$17.57	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) <i>DRAWBRIDGE - SEIU LOCAL 888</i>	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN (Including Core Drilling) <i>ELECTRICIANS LOCAL 7</i>	07/03/2022	\$46.41	\$12.25	\$13.69	\$0.00	\$72.35
	01/01/2023	\$47.01	\$12.50	\$13.96	\$0.00	\$73.47

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - ELECTRICIAN - Local 7**Effective Date - 07/03/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.56	\$7.35	\$0.56	\$0.00	\$26.47
2	45	\$20.88	\$7.35	\$0.63	\$0.00	\$28.86
3	50	\$23.21	\$12.25	\$7.20	\$0.00	\$42.66
4	55	\$25.53	\$12.25	\$7.27	\$0.00	\$45.05
5	65	\$30.17	\$12.25	\$9.14	\$0.00	\$51.56
6	70	\$32.49	\$12.25	\$10.37	\$0.00	\$55.11

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.80	\$7.50	\$0.56	\$0.00	\$26.86
2	45	\$21.15	\$7.50	\$0.63	\$0.00	\$29.28
3	50	\$23.51	\$12.50	\$7.26	\$0.00	\$43.27
4	55	\$25.86	\$12.50	\$7.33	\$0.00	\$45.69
5	65	\$30.56	\$12.50	\$9.27	\$0.00	\$52.33
6	70	\$32.91	\$12.50	\$10.54	\$0.00	\$55.95

Notes:

Steps 1-2 are 1000 hrs; Steps 3-6 are 1500 hrs.

Apprentice to Journeyworker Ratio:2:3******ELEVATOR CONSTRUCTOR***ELEVATOR CONSTRUCTORS LOCAL 41*

01/01/2022

\$58.62

\$16.03

\$20.21

\$0.00

\$94.86

Apprentice - ELEVATOR CONSTRUCTOR - Local 41**Effective Date - 01/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.31	\$16.03	\$0.00	\$0.00	\$45.34
2	55	\$32.24	\$16.03	\$20.21	\$0.00	\$68.48
3	65	\$38.10	\$16.03	\$20.21	\$0.00	\$74.34
4	70	\$41.03	\$16.03	\$20.21	\$0.00	\$77.27
5	80	\$46.90	\$16.03	\$20.21	\$0.00	\$83.14

Notes:

Steps 1-2 are 6 mos.; Steps 3-5 are 1 year

Apprentice to Journeyworker Ratio:1:1**ELEVATOR CONSTRUCTOR HELPER***ELEVATOR CONSTRUCTORS LOCAL 41*

01/01/2022

\$41.03

\$16.03

\$20.21

\$0.00

\$77.27

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FENCE & BEAM RAIL ERECTOR <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2022	\$29.73	\$9.10	\$13.62	\$0.00	\$52.45
	12/01/2022	\$30.54	\$9.10	\$13.62	\$0.00	\$53.26
	06/01/2023	\$31.36	\$9.10	\$13.62	\$0.00	\$54.08
	12/01/2023	\$32.17	\$9.10	\$13.62	\$0.00	\$54.89
	06/01/2024	\$32.99	\$9.10	\$13.62	\$0.00	\$55.71
	12/01/2024	\$33.80	\$9.10	\$13.62	\$0.00	\$56.52
For apprentice rates see "Apprentice- LABORER"						
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	12/01/2021	\$30.62	\$9.10	\$14.69	\$0.00	\$54.41
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FIELD ENG.INST/ROD-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$18.84	\$4.80	\$4.10	\$0.00	\$27.74
FIELD ENG.PARTY CHIEF:BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$21.33	\$4.80	\$4.10	\$0.00	\$30.23
FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$22.33	\$4.80	\$4.10	\$0.00	\$31.23
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 7</i>	07/03/2022	\$46.41	\$12.25	\$13.69	\$0.00	\$72.35
	01/01/2023	\$47.01	\$12.50	\$13.96	\$0.00	\$73.47
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE <i>LOCAL 7</i>	07/03/2022	\$46.41	\$12.25	\$13.69	\$0.00	\$72.35
/ COMMISSIONING <i>ELECTRICIANS</i>	01/01/2023	\$47.01	\$12.50	\$13.96	\$0.00	\$73.47
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$38.21	\$12.47	\$14.50	\$0.00	\$65.18
	12/01/2022	\$39.09	\$12.47	\$14.50	\$0.00	\$66.06
	06/01/2023	\$40.04	\$12.47	\$14.50	\$0.00	\$67.01
	12/01/2023	\$40.99	\$12.47	\$14.50	\$0.00	\$67.96

Apprentice - OPERATING ENGINEERS - Local 98 Class 3

Effective Date - 06/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.93	\$12.47	\$14.50	\$0.00	\$49.90
2	70	\$26.75	\$12.47	\$14.50	\$0.00	\$53.72
3	80	\$30.57	\$12.47	\$14.50	\$0.00	\$57.54
4	90	\$34.39	\$12.47	\$14.50	\$0.00	\$61.36

Effective Date - 12/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.45	\$12.47	\$14.50	\$0.00	\$50.42
2	70	\$27.36	\$12.47	\$14.50	\$0.00	\$54.33
3	80	\$31.27	\$12.47	\$14.50	\$0.00	\$58.24
4	90	\$35.18	\$12.47	\$14.50	\$0.00	\$62.15

Notes:

Steps 1-2 are 1000 hrs.; Steps 3-4 are 2000 hrs.

Apprentice to Journeyworker Ratio:1:6

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FLAGGER & SIGNALER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	12/01/2021	\$24.50	\$9.10	\$14.69	\$0.00	\$48.29
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE III</i>	03/01/2022	\$39.22	\$7.16	\$18.15	\$0.00	\$64.53

Apprentice - FLOORCOVERER - Local 2168 Zone III

Effective Date - 03/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.61	\$7.16	\$1.40	\$0.00	\$28.17
2	55	\$21.57	\$7.16	\$1.40	\$0.00	\$30.13
3	60	\$23.53	\$7.16	\$13.95	\$0.00	\$44.64
4	65	\$25.49	\$7.16	\$13.95	\$0.00	\$46.60
5	70	\$27.45	\$7.16	\$15.35	\$0.00	\$49.96
6	75	\$29.42	\$7.16	\$15.35	\$0.00	\$51.93
7	80	\$31.38	\$7.16	\$16.75	\$0.00	\$55.29
8	85	\$33.34	\$7.16	\$16.75	\$0.00	\$57.25

Notes: Steps are 750 hrs.
% After 10/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)
Step 1&2 \$26.21/ 3&4 \$31.49/ 5&6 \$49.96/ 7&8 \$55.29

Apprentice to Journeyworker Ratio:1:1

FORK LIFT <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$38.43	\$12.47	\$14.50	\$0.00	\$65.40
	12/01/2022	\$39.31	\$12.47	\$14.50	\$0.00	\$66.28
	06/01/2023	\$40.26	\$12.47	\$14.50	\$0.00	\$67.23
	12/01/2023	\$41.21	\$12.47	\$14.50	\$0.00	\$68.18
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATORS/LIGHTING PLANTS <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$34.98	\$12.47	\$14.50	\$0.00	\$61.95
	12/01/2022	\$35.86	\$12.47	\$14.50	\$0.00	\$62.83
	06/01/2023	\$36.81	\$12.47	\$14.50	\$0.00	\$63.78
	12/01/2023	\$37.76	\$12.47	\$14.50	\$0.00	\$64.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 1333</i>	06/01/2020	\$39.18	\$10.80	\$10.45	\$0.00	\$60.43

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - GLAZIER - Local 1333						
Effective Date - 06/01/2020						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.59	\$10.80	\$1.80	\$0.00	\$32.19
2	56	\$22.04	\$10.80	\$1.80	\$0.00	\$34.64
3	63	\$24.49	\$10.80	\$2.45	\$0.00	\$37.74
4	69	\$26.94	\$10.80	\$2.45	\$0.00	\$40.19
5	75	\$29.39	\$10.80	\$3.15	\$0.00	\$43.34
6	81	\$31.83	\$10.80	\$3.15	\$0.00	\$45.78
7	88	\$34.28	\$10.80	\$10.45	\$0.00	\$55.53
8	94	\$36.73	\$10.80	\$10.45	\$0.00	\$57.98
Notes:						
Apprentice to Journeyworker Ratio:1:3						
<hr/>						
GRADER/TRENCHING MACHINE/DERRICK	06/01/2022	\$38.74	\$12.47	\$14.50	\$0.00	\$65.71
OPERATING ENGINEERS LOCAL 98	12/01/2022	\$39.62	\$12.47	\$14.50	\$0.00	\$66.59
	06/01/2023	\$40.57	\$12.47	\$14.50	\$0.00	\$67.54
	12/01/2023	\$41.52	\$12.47	\$14.50	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HVAC (DUCTWORK)	01/01/2022	\$39.29	\$10.64	\$17.33	\$2.02	\$69.28
SHEETMETAL WORKERS LOCAL 63						
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS)	07/03/2022	\$46.41	\$12.25	\$13.69	\$0.00	\$72.35
ELECTRICIANS LOCAL 7	01/01/2023	\$47.01	\$12.50	\$13.96	\$0.00	\$73.47
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR)	01/01/2022	\$39.29	\$10.64	\$17.33	\$2.02	\$69.28
SHEETMETAL WORKERS LOCAL 63						
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER)	09/17/2022	\$45.71	\$9.55	\$17.10	\$0.00	\$72.36
PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION	03/17/2023	\$46.96	\$9.55	\$17.10	\$0.00	\$73.61
	09/17/2023	\$47.96	\$9.55	\$17.10	\$0.00	\$74.61
	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC	09/17/2022	\$45.71	\$9.55	\$17.10	\$0.00	\$72.36
PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION	03/17/2023	\$46.96	\$9.55	\$17.10	\$0.00	\$73.61
	09/17/2023	\$47.96	\$9.55	\$17.10	\$0.00	\$74.61
	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	12/01/2021	\$31.12	\$9.10	\$14.69	\$0.00	\$54.91
LABORERS - ZONE 4 (HEAVY & HIGHWAY)						
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
INSULATOR (PIPES & TANKS)	09/01/2022	\$44.05	\$13.80	\$17.14	\$0.00	\$74.99
HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Springfield						
Effective Date - 09/01/2022						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.03	\$13.80	\$12.42	\$0.00	\$48.25
2	60	\$26.43	\$13.80	\$13.36	\$0.00	\$53.59
3	70	\$30.84	\$13.80	\$14.31	\$0.00	\$58.95
4	80	\$35.24	\$13.80	\$15.25	\$0.00	\$64.29
Notes:						
Steps are 1 year						
Apprentice to Journeyworker Ratio:1:4						
IRONWORKER/WELDER IRONWORKERS LOCAL 12	07/01/2019	\$31.55	\$6.75	\$19.66	\$0.00	\$57.96
Apprentice - IRONWORKER - Local 12						
Effective Date - 07/01/2019						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.93	\$6.75	\$3.50	\$0.00	\$29.18
2	70	\$22.09	\$6.75	\$14.64	\$0.00	\$43.48
3	80	\$25.24	\$6.75	\$16.22	\$0.00	\$48.21
4	90	\$28.40	\$6.75	\$17.82	\$0.00	\$52.97
Notes:						
Steps are 1 year						
Apprentice to Journeyworker Ratio:1:4						
JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2022	\$29.73	\$9.10	\$13.62	\$0.00	\$52.45
	12/01/2022	\$30.54	\$9.10	\$13.62	\$0.00	\$53.26
	06/01/2023	\$31.36	\$9.10	\$13.62	\$0.00	\$54.08
	12/01/2023	\$32.17	\$9.10	\$13.62	\$0.00	\$54.89
	06/01/2024	\$32.99	\$9.10	\$13.62	\$0.00	\$55.71
	12/01/2024	\$33.80	\$9.10	\$13.62	\$0.00	\$56.52
For apprentice rates see "Apprentice- LABORER"						
LABORER LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2022	\$29.48	\$9.10	\$13.62	\$0.00	\$52.20
	12/01/2022	\$30.29	\$9.10	\$13.62	\$0.00	\$53.01
	06/01/2023	\$31.11	\$9.10	\$13.62	\$0.00	\$53.83
	12/01/2023	\$31.92	\$9.10	\$13.62	\$0.00	\$54.64
	06/01/2024	\$32.74	\$9.10	\$13.62	\$0.00	\$55.46
	12/01/2024	\$33.55	\$9.10	\$13.62	\$0.00	\$56.27

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - LABORER - Zone 4 Building and Site**Effective Date -** 06/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$17.69	\$9.10	\$13.62	\$0.00	\$40.41
2	70	\$20.64	\$9.10	\$13.62	\$0.00	\$43.36
3	80	\$23.58	\$9.10	\$13.62	\$0.00	\$46.30
4	90	\$26.53	\$9.10	\$13.62	\$0.00	\$49.25

Effective Date - 12/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.17	\$9.10	\$13.62	\$0.00	\$40.89
2	70	\$21.20	\$9.10	\$13.62	\$0.00	\$43.92
3	80	\$24.23	\$9.10	\$13.62	\$0.00	\$46.95
4	90	\$27.26	\$9.10	\$13.62	\$0.00	\$49.98

Notes:**Apprentice to Journeyworker Ratio:1:5**

LABORER (HEAVY & HIGHWAY)

LABORERS - ZONE 4 (HEAVY & HIGHWAY)

12/01/2021

\$30.37

\$9.10

\$14.69

\$0.00

\$54.16

Apprentice - LABORER (Heavy and Highway) - Zone 4**Effective Date -** 12/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.22	\$9.10	\$14.69	\$0.00	\$42.01
2	70	\$21.26	\$9.10	\$14.69	\$0.00	\$45.05
3	80	\$24.30	\$9.10	\$14.69	\$0.00	\$48.09
4	90	\$27.33	\$9.10	\$14.69	\$0.00	\$51.12

Notes:**Apprentice to Journeyworker Ratio:1:5**

LABORER: CARPENTER TENDER

LABORERS - ZONE 4 (BUILDING & SITE)

06/01/2022

\$29.48

\$9.10

\$13.62

\$0.00

\$52.20

12/01/2022

\$30.29

\$9.10

\$13.62

\$0.00

\$53.01

06/01/2023

\$31.11

\$9.10

\$13.62

\$0.00

\$53.83

12/01/2023

\$31.92

\$9.10

\$13.62

\$0.00

\$54.64

06/01/2024

\$32.74

\$9.10

\$13.62

\$0.00

\$55.46

12/01/2024

\$33.55

\$9.10

\$13.62

\$0.00

\$56.27

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2022	\$29.48	\$9.10	\$13.62	\$0.00	\$52.20
	12/01/2022	\$30.29	\$9.10	\$13.62	\$0.00	\$53.01
	06/01/2023	\$31.11	\$9.10	\$13.62	\$0.00	\$53.83
	12/01/2023	\$31.92	\$9.10	\$13.62	\$0.00	\$54.64
	06/01/2024	\$32.74	\$9.10	\$13.62	\$0.00	\$55.46
	12/01/2024	\$33.55	\$9.10	\$13.62	\$0.00	\$56.27
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2022	\$29.55	\$9.10	\$13.91	\$0.00	\$52.56
	12/01/2022	\$30.36	\$9.10	\$13.91	\$0.00	\$53.37
	06/01/2023	\$31.18	\$9.10	\$13.91	\$0.00	\$54.19
	12/01/2023	\$31.99	\$9.10	\$13.91	\$0.00	\$55.00
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2022	\$31.48	\$9.10	\$13.62	\$0.00	\$54.20
	12/01/2022	\$32.29	\$9.10	\$13.62	\$0.00	\$55.01
	06/01/2023	\$33.11	\$9.10	\$13.62	\$0.00	\$55.83
	12/01/2023	\$33.92	\$9.10	\$13.62	\$0.00	\$56.64
	06/01/2024	\$34.74	\$9.10	\$13.62	\$0.00	\$57.46
	12/01/2024	\$35.55	\$9.10	\$13.62	\$0.00	\$58.27
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	12/01/2021	\$30.62	\$9.10	\$14.69	\$0.00	\$54.41
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2022	\$29.48	\$9.10	\$13.62	\$0.00	\$52.20
	12/01/2022	\$30.29	\$9.10	\$13.62	\$0.00	\$53.01
	06/01/2023	\$31.11	\$9.10	\$13.62	\$0.00	\$53.83
	12/01/2023	\$31.92	\$9.10	\$13.62	\$0.00	\$54.64
	06/01/2024	\$32.74	\$9.10	\$13.62	\$0.00	\$55.46
	12/01/2024	\$33.55	\$9.10	\$13.62	\$0.00	\$56.27
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2022	\$29.48	\$9.10	\$13.62	\$0.00	\$52.20
	12/01/2022	\$30.29	\$9.10	\$13.62	\$0.00	\$53.01
	06/01/2023	\$31.11	\$9.10	\$13.62	\$0.00	\$53.83
	12/01/2023	\$31.92	\$9.10	\$13.62	\$0.00	\$54.64
	06/01/2024	\$32.74	\$9.10	\$13.62	\$0.00	\$55.46
	12/01/2024	\$33.55	\$9.10	\$13.62	\$0.00	\$56.27
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2022	\$29.73	\$9.10	\$13.62	\$0.00	\$52.45
	12/01/2022	\$30.54	\$9.10	\$13.62	\$0.00	\$53.26
	06/01/2023	\$31.36	\$9.10	\$13.62	\$0.00	\$54.08
	12/01/2023	\$32.17	\$9.10	\$13.62	\$0.00	\$54.89
	06/01/2024	\$32.99	\$9.10	\$13.62	\$0.00	\$55.71
	12/01/2024	\$33.80	\$9.10	\$13.62	\$0.00	\$56.52
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	12/01/2021	\$30.62	\$9.10	\$14.69	\$0.00	\$54.41
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE</i>	08/01/2022	\$38.77	\$11.49	\$19.53	\$0.00	\$69.79
	02/01/2023	\$39.73	\$11.49	\$19.53	\$0.00	\$70.75
	08/01/2023	\$41.37	\$11.49	\$19.53	\$0.00	\$72.39
	02/01/2024	\$42.37	\$11.49	\$19.53	\$0.00	\$73.39
	08/01/2024	\$44.05	\$11.49	\$19.53	\$0.00	\$75.07
	02/01/2025	\$45.90	\$11.49	\$19.53	\$0.00	\$76.92
	08/01/2025	\$46.81	\$11.49	\$19.53	\$0.00	\$77.83
	02/01/2026	\$47.89	\$11.49	\$19.53	\$0.00	\$78.91
	08/01/2026	\$49.65	\$11.49	\$19.53	\$0.00	\$80.67
	02/01/2027	\$50.77	\$11.49	\$19.53	\$0.00	\$81.79

Apprentice - MARBLE-TILE FINISHER-Local 3 Marble/Tile (Spr/Pitt)

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.39	\$11.49	\$19.53	\$0.00	\$50.41
2	60	\$23.26	\$11.49	\$19.53	\$0.00	\$54.28
3	70	\$27.14	\$11.49	\$19.53	\$0.00	\$58.16
4	80	\$31.02	\$11.49	\$19.53	\$0.00	\$62.04
5	90	\$34.89	\$11.49	\$19.53	\$0.00	\$65.91

Notes:

Apprentice to Journeyworker Ratio:1:5

MARBLE MASON/TILE LAYER(SP/PT)SeeBrick

BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE

See "BRICK/STONE/ARTIFICIAL MASONRY(INCL.MASONRY WATERPROOFING)

MECH. SWEEPER OPERATOR (ON CONST. SITES)

OPERATING ENGINEERS LOCAL 98

06/01/2022	\$38.74	\$12.47	\$14.50	\$0.00	\$65.71
12/01/2022	\$39.62	\$12.47	\$14.50	\$0.00	\$66.59
06/01/2023	\$40.57	\$12.47	\$14.50	\$0.00	\$67.54
12/01/2023	\$41.52	\$12.47	\$14.50	\$0.00	\$68.49

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANIC/WELDER/BOOM TRUCK

OPERATING ENGINEERS LOCAL 98

06/01/2022	\$38.21	\$12.47	\$14.50	\$0.00	\$65.18
12/01/2022	\$39.09	\$12.47	\$14.50	\$0.00	\$66.06
06/01/2023	\$40.04	\$12.47	\$14.50	\$0.00	\$67.01
12/01/2023	\$40.99	\$12.47	\$14.50	\$0.00	\$67.96

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 3)

MILLWRIGHTS LOCAL 1121 - Zone 3

01/03/2022	\$38.91	\$8.58	\$21.57	\$0.00	\$69.06
01/02/2023	\$40.16	\$8.58	\$21.57	\$0.00	\$70.31

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
Apprentice - MILLWRIGHT - Local 1121 Zone 3							
Effective Date - 01/03/2022							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	55	\$21.40	\$8.58	\$5.72	\$0.00	\$35.70	
2	65	\$25.29	\$8.58	\$17.93	\$0.00	\$51.80	
3	75	\$29.18	\$8.58	\$18.98	\$0.00	\$56.74	
4	85	\$33.07	\$8.58	\$20.01	\$0.00	\$61.66	
Effective Date - 01/02/2023							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	55	\$22.09	\$8.58	\$5.72	\$0.00	\$36.39	
2	65	\$26.10	\$8.58	\$17.93	\$0.00	\$52.61	
3	75	\$30.12	\$8.58	\$18.98	\$0.00	\$57.68	
4	85	\$34.14	\$8.58	\$20.01	\$0.00	\$62.73	
<div><div><div><div>Notes: Step 1&2 Appr. indentured after 1/6/2020 receive no pension, but do receive annuity. (Step 1 \$5.72, Step 2 \$6.66) Steps are 2,000 hours</div></div></div></div>							
Apprentice to Journeyworker Ratio:1:4							
MORTAR MIXER		06/01/2022	\$29.73	\$9.10	\$13.62	\$0.00	\$52.45
LABORERS - ZONE 4 (BUILDING & SITE)		12/01/2022	\$30.54	\$9.10	\$13.62	\$0.00	\$53.26
		06/01/2023	\$31.36	\$9.10	\$13.62	\$0.00	\$54.08
		12/01/2023	\$32.17	\$9.10	\$13.62	\$0.00	\$54.89
		06/01/2024	\$32.99	\$9.10	\$13.62	\$0.00	\$55.71
		12/01/2024	\$33.80	\$9.10	\$13.62	\$0.00	\$56.52
For apprentice rates see "Apprentice- LABORER"							
OILER		06/01/2022	\$33.90	\$12.47	\$14.50	\$0.00	\$60.87
OPERATING ENGINEERS LOCAL 98		12/01/2022	\$34.78	\$12.47	\$14.50	\$0.00	\$61.75
		06/01/2023	\$35.73	\$12.47	\$14.50	\$0.00	\$62.70
		12/01/2023	\$36.68	\$12.47	\$14.50	\$0.00	\$63.65
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
OTHER POWER DRIVEN EQUIPMENT - CLASS VI		06/01/2022	\$31.92	\$12.47	\$14.50	\$0.00	\$58.89
OPERATING ENGINEERS LOCAL 98		12/01/2022	\$32.80	\$12.47	\$14.50	\$0.00	\$59.77
		06/01/2023	\$33.75	\$12.47	\$14.50	\$0.00	\$60.72
		12/01/2023	\$34.70	\$12.47	\$14.50	\$0.00	\$61.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PAINTER (BRIDGES/TANKS)		07/01/2022	\$54.86	\$8.65	\$23.05	\$0.00	\$86.56
PAINTERS LOCAL 35 - ZONE 3		01/01/2023	\$56.06	\$8.65	\$23.05	\$0.00	\$87.76
		07/01/2023	\$57.26	\$8.65	\$23.05	\$0.00	\$88.96
		01/01/2024	\$58.46	\$8.65	\$23.05	\$0.00	\$90.16
		07/01/2024	\$59.66	\$8.65	\$23.05	\$0.00	\$91.36
		01/01/2025	\$60.86	\$8.65	\$23.05	\$0.00	\$92.56

Apprentice - PAINTER Local 35 - BRIDGES/TANKS**Effective Date - 07/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.43	\$8.65	\$0.00	\$0.00	\$36.08
2	55	\$30.17	\$8.65	\$6.27	\$0.00	\$45.09
3	60	\$32.92	\$8.65	\$6.84	\$0.00	\$48.41
4	65	\$35.66	\$8.65	\$7.41	\$0.00	\$51.72
5	70	\$38.40	\$8.65	\$19.63	\$0.00	\$66.68
6	75	\$41.15	\$8.65	\$20.20	\$0.00	\$70.00
7	80	\$43.89	\$8.65	\$20.77	\$0.00	\$73.31
8	90	\$49.37	\$8.65	\$21.91	\$0.00	\$79.93

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.03	\$8.65	\$0.00	\$0.00	\$36.68
2	55	\$30.83	\$8.65	\$6.27	\$0.00	\$45.75
3	60	\$33.64	\$8.65	\$6.84	\$0.00	\$49.13
4	65	\$36.44	\$8.65	\$7.41	\$0.00	\$52.50
5	70	\$39.24	\$8.65	\$19.63	\$0.00	\$67.52
6	75	\$42.05	\$8.65	\$20.20	\$0.00	\$70.90
7	80	\$44.85	\$8.65	\$20.77	\$0.00	\$74.27
8	90	\$50.45	\$8.65	\$21.91	\$0.00	\$81.01

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *

* If 30% or more of surfaces to be painted are new construction,
NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3

07/01/2022	\$37.83	\$8.65	\$19.15	\$0.00	\$65.63
01/01/2023	\$38.93	\$8.65	\$19.15	\$0.00	\$66.73
07/01/2023	\$39.98	\$8.65	\$19.15	\$0.00	\$67.78
01/01/2024	\$41.08	\$8.65	\$19.15	\$0.00	\$68.88
07/01/2024	\$42.13	\$8.65	\$19.15	\$0.00	\$69.93
01/01/2025	\$43.23	\$8.65	\$19.15	\$0.00	\$71.03

Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - New**Effective Date - 07/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.92	\$8.65	\$0.00	\$0.00	\$27.57
2	55	\$20.81	\$8.65	\$4.13	\$0.00	\$33.59
3	60	\$22.70	\$8.65	\$4.50	\$0.00	\$35.85
4	65	\$24.59	\$8.65	\$4.88	\$0.00	\$38.12
5	70	\$26.48	\$8.65	\$16.90	\$0.00	\$52.03
6	75	\$28.37	\$8.65	\$17.28	\$0.00	\$54.30
7	80	\$30.26	\$8.65	\$17.65	\$0.00	\$56.56
8	90	\$34.05	\$8.65	\$18.40	\$0.00	\$61.10

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.47	\$8.65	\$0.00	\$0.00	\$28.12
2	55	\$21.41	\$8.65	\$4.13	\$0.00	\$34.19
3	60	\$23.36	\$8.65	\$4.50	\$0.00	\$36.51
4	65	\$25.30	\$8.65	\$4.88	\$0.00	\$38.83
5	70	\$27.25	\$8.65	\$16.90	\$0.00	\$52.80
6	75	\$29.20	\$8.65	\$17.28	\$0.00	\$55.13
7	80	\$31.14	\$8.65	\$17.65	\$0.00	\$57.44
8	90	\$35.04	\$8.65	\$18.40	\$0.00	\$62.09

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)

PAINTERS LOCAL 35 - ZONE 3

07/01/2022	\$35.15	\$8.65	\$19.15	\$0.00	\$62.95
01/01/2023	\$36.25	\$8.65	\$19.15	\$0.00	\$64.05
07/01/2023	\$37.30	\$8.65	\$19.15	\$0.00	\$65.10
01/01/2024	\$38.40	\$8.65	\$19.15	\$0.00	\$66.20
07/01/2024	\$39.45	\$8.65	\$19.15	\$0.00	\$67.25
01/01/2025	\$40.55	\$8.65	\$19.15	\$0.00	\$68.35

Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - Repaint**Effective Date - 07/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.58	\$8.65	\$0.00	\$0.00	\$26.23
2	55	\$19.33	\$8.65	\$4.13	\$0.00	\$32.11
3	60	\$21.09	\$8.65	\$4.50	\$0.00	\$34.24
4	65	\$22.85	\$8.65	\$4.88	\$0.00	\$36.38
5	70	\$24.61	\$8.65	\$16.90	\$0.00	\$50.16
6	75	\$26.36	\$8.65	\$17.28	\$0.00	\$52.29
7	80	\$28.12	\$8.65	\$17.65	\$0.00	\$54.42
8	90	\$31.64	\$8.65	\$1,171.75	\$0.00	\$1,212.04

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.13	\$8.65	\$0.00	\$0.00	\$26.78
2	55	\$19.94	\$8.65	\$4.13	\$0.00	\$32.72
3	60	\$21.75	\$8.65	\$4.50	\$0.00	\$34.90
4	65	\$23.56	\$8.65	\$4.88	\$0.00	\$37.09
5	70	\$25.38	\$8.65	\$16.90	\$0.00	\$50.93
6	75	\$27.19	\$8.65	\$17.28	\$0.00	\$53.12
7	80	\$29.00	\$8.65	\$17.65	\$0.00	\$55.30
8	90	\$32.63	\$8.65	\$18.40	\$0.00	\$59.68

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *

* If 30% or more of surfaces to be painted are new construction,
NEW paint rate shall be used. *PAINTERS LOCAL 35 - ZONE 3*

07/01/2022	\$36.43	\$8.65	\$19.15	\$0.00	\$64.23
01/01/2023	\$37.53	\$8.65	\$19.15	\$0.00	\$65.33
07/01/2023	\$38.58	\$8.65	\$19.15	\$0.00	\$66.38
01/01/2024	\$39.68	\$8.65	\$19.15	\$0.00	\$67.48
07/01/2024	\$40.73	\$8.65	\$19.15	\$0.00	\$68.53
01/01/2025	\$41.83	\$8.65	\$19.15	\$0.00	\$69.63

Apprentice - PAINTER - Local 35 Zone 3 - BRUSH NEW**Effective Date - 07/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.22	\$8.65	\$0.00	\$0.00	\$26.87
2	55	\$20.04	\$8.65	\$4.13	\$0.00	\$32.82
3	60	\$21.86	\$8.65	\$4.50	\$0.00	\$35.01
4	65	\$23.68	\$8.65	\$4.88	\$0.00	\$37.21
5	70	\$25.50	\$8.65	\$16.90	\$0.00	\$51.05
6	75	\$27.32	\$8.65	\$17.28	\$0.00	\$53.25
7	80	\$29.14	\$8.65	\$17.65	\$0.00	\$55.44
8	90	\$32.79	\$8.65	\$18.40	\$0.00	\$59.84

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.77	\$8.65	\$0.00	\$0.00	\$27.42
2	55	\$20.64	\$8.65	\$4.13	\$0.00	\$33.42
3	60	\$22.52	\$8.65	\$4.50	\$0.00	\$35.67
4	65	\$24.39	\$8.65	\$4.88	\$0.00	\$37.92
5	70	\$26.27	\$8.65	\$16.90	\$0.00	\$51.82
6	75	\$28.15	\$8.65	\$17.28	\$0.00	\$54.08
7	80	\$30.02	\$8.65	\$17.65	\$0.00	\$56.32
8	90	\$33.78	\$8.65	\$18.40	\$0.00	\$60.83

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)

PAINTERS LOCAL 35 - ZONE 3

07/01/2022	\$33.75	\$8.65	\$19.15	\$0.00	\$61.55
01/01/2023	\$34.85	\$8.65	\$19.15	\$0.00	\$62.65
07/01/2023	\$35.90	\$8.65	\$19.15	\$0.00	\$63.70
01/01/2024	\$37.00	\$8.65	\$19.15	\$0.00	\$64.80
07/01/2024	\$38.05	\$8.65	\$19.15	\$0.00	\$65.85
01/01/2025	\$39.15	\$8.65	\$19.15	\$0.00	\$66.95

Apprentice - PAINTER Local 35 Zone 3 - BRUSH REPAINT

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.88	\$8.65	\$0.00	\$0.00	\$25.53
2	55	\$18.56	\$8.65	\$4.13	\$0.00	\$31.34
3	60	\$20.25	\$8.65	\$4.50	\$0.00	\$33.40
4	65	\$21.94	\$8.65	\$4.88	\$0.00	\$35.47
5	70	\$23.63	\$8.65	\$16.90	\$0.00	\$49.18
6	75	\$25.31	\$8.65	\$17.28	\$0.00	\$51.24
7	80	\$27.00	\$8.65	\$17.65	\$0.00	\$53.30
8	90	\$30.38	\$8.65	\$18.40	\$0.00	\$57.43

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.43	\$8.65	\$0.00	\$0.00	\$26.08
2	55	\$19.17	\$8.65	\$4.13	\$0.00	\$31.95
3	60	\$20.91	\$8.65	\$4.50	\$0.00	\$34.06
4	65	\$22.65	\$8.65	\$4.88	\$0.00	\$36.18
5	70	\$24.40	\$8.65	\$16.90	\$0.00	\$49.95
6	75	\$26.14	\$8.65	\$17.28	\$0.00	\$52.07
7	80	\$27.88	\$8.65	\$17.65	\$0.00	\$54.18
8	90	\$31.37	\$8.65	\$18.40	\$0.00	\$58.42

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY) LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2021	\$30.37	\$9.10	\$14.69	\$0.00	\$54.16
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$35.78	\$13.41	\$16.01	\$0.00	\$65.20
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2020	\$43.53	\$9.40	\$23.12	\$0.00	\$76.05
For apprentice rates see "Apprentice- PILE DRIVER"						
PILE DRIVER PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2020	\$43.53	\$9.40	\$23.12	\$0.00	\$76.05

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - PILE DRIVER - Local 56 Zone 3						
Effective Date - 08/01/2020						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<div>Notes: Apprentice wages shall be no less than the following Steps; (Same as set in Zone 1) 1\$57.06/2\$61.96/3\$66.87/4\$69.32/5\$71.78/6\$71.78/7\$76.68/8\$76.68</div>						
Apprentice to Journeyworker Ratio:1:5						
<hr/>						
PIPELAYER		06/01/2022	\$29.73	\$9.10	\$13.62	\$52.45
LABORERS - ZONE 4 (BUILDING & SITE)		12/01/2022	\$30.54	\$9.10	\$13.62	\$53.26
		06/01/2023	\$31.36	\$9.10	\$13.62	\$54.08
		12/01/2023	\$32.17	\$9.10	\$13.62	\$54.89
		06/01/2024	\$32.99	\$9.10	\$13.62	\$55.71
		12/01/2024	\$33.80	\$9.10	\$13.62	\$56.52
For apprentice rates see "Apprentice- LABORER"						
<hr/>						
PIPELAYER (HEAVY & HIGHWAY)		12/01/2021	\$30.62	\$9.10	\$14.69	\$54.41
LABORERS - ZONE 4 (HEAVY & HIGHWAY)						
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
<hr/>						
PLUMBER & PIPEFITTER		09/17/2022	\$45.71	\$9.55	\$17.10	\$72.36
PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION		03/17/2023	\$46.96	\$9.55	\$17.10	\$73.61
		09/17/2023	\$47.96	\$9.55	\$17.10	\$74.61
		03/17/2024	\$49.21	\$9.55	\$17.10	\$75.86

Apprentice - PLUMBER/PIPEFITTER - Local 104 Western

Effective Date - 09/17/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$20.57	\$9.55	\$10.10	\$0.00	\$40.22
2	50	\$22.86	\$9.55	\$10.10	\$0.00	\$42.51
3	55	\$25.14	\$9.55	\$10.10	\$0.00	\$44.79
4	60	\$27.43	\$9.55	\$10.10	\$0.00	\$47.08
5	65	\$29.71	\$9.55	\$10.10	\$0.00	\$49.36
6	70	\$32.00	\$9.55	\$10.10	\$0.00	\$51.65
7	75	\$34.28	\$9.55	\$10.10	\$0.00	\$53.93
8	80	\$36.57	\$9.55	\$10.10	\$0.00	\$56.22
9	80	\$36.57	\$9.55	\$17.10	\$0.00	\$63.22
10	80	\$36.57	\$9.55	\$17.10	\$0.00	\$63.22

Effective Date - 03/17/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$21.13	\$9.55	\$10.10	\$0.00	\$40.78
2	50	\$23.48	\$9.55	\$10.10	\$0.00	\$43.13
3	55	\$25.83	\$9.55	\$10.10	\$0.00	\$45.48
4	60	\$28.18	\$9.55	\$10.10	\$0.00	\$47.83
5	65	\$30.52	\$9.55	\$10.10	\$0.00	\$50.17
6	70	\$32.87	\$9.55	\$10.10	\$0.00	\$52.52
7	75	\$35.22	\$9.55	\$10.10	\$0.00	\$54.87
8	80	\$37.57	\$9.55	\$10.10	\$0.00	\$57.22
9	80	\$37.57	\$9.55	\$17.10	\$0.00	\$64.22
10	80	\$37.57	\$9.55	\$17.10	\$0.00	\$64.22

Notes: **1:1,2:5,3:9,4:12

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.)	09/17/2022	\$45.71	\$9.55	\$17.10	\$0.00	\$72.36
PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION	03/17/2023	\$46.96	\$9.55	\$17.10	\$0.00	\$73.61
	09/17/2023	\$47.96	\$9.55	\$17.10	\$0.00	\$74.61
	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86

For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)	12/01/2021	\$30.62	\$9.10	\$14.69	\$0.00	\$54.41
LABORERS - ZONE 4 (HEAVY & HIGHWAY)						

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

POWDERMAN & BLASTER	06/01/2022	\$30.48	\$9.10	\$13.62	\$0.00	\$53.20
LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2022	\$31.29	\$9.10	\$13.62	\$0.00	\$54.01
	06/01/2023	\$32.11	\$9.10	\$13.62	\$0.00	\$54.83
	12/01/2023	\$32.92	\$9.10	\$13.62	\$0.00	\$55.64
	06/01/2024	\$33.74	\$9.10	\$13.62	\$0.00	\$56.46
	12/01/2024	\$34.55	\$9.10	\$13.62	\$0.00	\$57.27

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	12/01/2021	\$31.37	\$9.10	\$14.69	\$0.00	\$55.16
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$38.74	\$12.47	\$14.50	\$0.00	\$65.71
	12/01/2022	\$39.62	\$12.47	\$14.50	\$0.00	\$66.59
	06/01/2023	\$40.57	\$12.47	\$14.50	\$0.00	\$67.54
	12/01/2023	\$41.52	\$12.47	\$14.50	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$38.21	\$12.47	\$14.50	\$0.00	\$65.18
	12/01/2022	\$39.09	\$12.47	\$14.50	\$0.00	\$66.06
	06/01/2023	\$40.04	\$12.47	\$14.50	\$0.00	\$67.01
	12/01/2023	\$40.99	\$12.47	\$14.50	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS 404 - Construction Service (Northampton)</i>	05/01/2020	\$22.44	\$11.07	\$6.50	\$0.00	\$40.01
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2022	\$29.73	\$9.10	\$13.62	\$0.00	\$52.45
	12/01/2022	\$30.54	\$9.10	\$13.62	\$0.00	\$53.26
	06/01/2023	\$31.36	\$9.10	\$13.62	\$0.00	\$54.08
	12/01/2023	\$32.17	\$9.10	\$13.62	\$0.00	\$54.89
	06/01/2024	\$32.99	\$9.10	\$13.62	\$0.00	\$55.71
	12/01/2024	\$33.80	\$9.10	\$13.62	\$0.00	\$56.52
For apprentice rates see "Apprentice- LABORER"						
ROLLER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$37.60	\$12.47	\$14.50	\$0.00	\$64.57
	12/01/2022	\$38.48	\$12.47	\$14.50	\$0.00	\$65.45
	06/01/2023	\$39.43	\$12.47	\$14.50	\$0.00	\$66.40
	12/01/2023	\$40.38	\$12.47	\$14.50	\$0.00	\$67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Coal tar pitch) <i>ROOFERS LOCAL 248</i>	07/01/2022	\$38.16	\$10.35	\$17.25	\$0.00	\$65.76
	07/01/2023	\$38.66	\$10.35	\$18.75	\$0.00	\$67.76
For apprentice rates see "Apprentice- ROOFER"						
ROOFER (Inc.Roofers Waterproofing &Roofers Dampproofing) <i>ROOFERS LOCAL 248</i>	07/01/2022	\$37.66	\$10.35	\$16.75	\$0.00	\$64.76
	07/01/2023	\$39.16	\$10.35	\$18.25	\$0.00	\$67.76

Apprentice - ROOFER - Local 248

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.60	\$10.35	\$0.00	\$0.00	\$32.95
2	65	\$24.48	\$10.35	\$16.75	\$0.00	\$51.58
3	70	\$26.36	\$10.35	\$16.75	\$0.00	\$53.46
4	75	\$28.25	\$10.35	\$16.75	\$0.00	\$55.35
5	80	\$30.13	\$10.35	\$16.75	\$0.00	\$57.23
6	85	\$32.01	\$10.35	\$16.75	\$0.00	\$59.11
7	90	\$33.89	\$10.35	\$16.75	\$0.00	\$60.99
8	95	\$35.78	\$10.35	\$16.75	\$0.00	\$62.88

Effective Date - 07/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.50	\$10.35	\$0.00	\$0.00	\$33.85
2	65	\$25.45	\$10.35	\$18.25	\$0.00	\$54.05
3	70	\$27.41	\$10.35	\$18.25	\$0.00	\$56.01
4	75	\$29.37	\$10.35	\$18.25	\$0.00	\$57.97
5	80	\$31.33	\$10.35	\$18.25	\$0.00	\$59.93
6	85	\$33.29	\$10.35	\$18.25	\$0.00	\$61.89
7	90	\$35.24	\$10.35	\$18.25	\$0.00	\$63.84
8	95	\$37.20	\$10.35	\$18.25	\$0.00	\$65.80

Notes:

Steps are 750 hrs.Roofer(Tear Off)1:1; Same as above

Apprentice to Journeyworker Ratio:1:3

ROOFER SLATE / TILE / PRECAST CONCRETE	07/01/2022	\$38.16	\$10.35	\$17.25	\$0.00	\$65.76
ROOFERS LOCAL 248	07/01/2023	\$38.66	\$10.35	\$18.75	\$0.00	\$67.76
For apprentice rates see "Apprentice- ROOFER"						
SCRAPER	06/01/2022	\$38.21	\$12.47	\$14.50	\$0.00	\$65.18
OPERATING ENGINEERS LOCAL 98	12/01/2022	\$39.09	\$12.47	\$14.50	\$0.00	\$66.06
	06/01/2023	\$40.04	\$12.47	\$14.50	\$0.00	\$67.01
	12/01/2023	\$40.99	\$12.47	\$14.50	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-POWERED ROLLERS AND COMPACTORS	06/01/2022	\$37.60	\$12.47	\$14.50	\$0.00	\$64.57
(TAMPERS)	12/01/2022	\$38.48	\$12.47	\$14.50	\$0.00	\$65.45
OPERATING ENGINEERS LOCAL 98	06/01/2023	\$39.43	\$12.47	\$14.50	\$0.00	\$66.40
	12/01/2023	\$40.38	\$12.47	\$14.50	\$0.00	\$67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-PROPELLED POWER BROOM	06/01/2022	\$34.98	\$12.47	\$14.50	\$0.00	\$61.95
OPERATING ENGINEERS LOCAL 98	12/01/2022	\$35.86	\$12.47	\$14.50	\$0.00	\$62.83
	06/01/2023	\$36.81	\$12.47	\$14.50	\$0.00	\$63.78
	12/01/2023	\$37.76	\$12.47	\$14.50	\$0.00	\$64.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2022	\$39.29	\$10.64	\$17.33	\$2.02	\$69.28

Apprentice - SHEET METAL WORKER - Local 63

Effective Date - 01/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$17.68	\$4.79	\$4.67	\$0.81	\$27.95
2	50	\$19.65	\$5.32	\$5.19	\$0.90	\$31.06
3	55	\$21.61	\$5.85	\$9.33	\$1.10	\$37.89
4	60	\$23.57	\$6.38	\$9.33	\$1.18	\$40.46
5	65	\$25.54	\$6.92	\$9.33	\$1.25	\$43.04
6	70	\$27.50	\$7.45	\$9.33	\$1.33	\$45.61
7	75	\$29.47	\$7.98	\$9.33	\$1.40	\$48.18
8	80	\$31.43	\$8.51	\$16.29	\$1.69	\$57.92
9	85	\$33.40	\$9.04	\$16.29	\$1.76	\$60.49
10	90	\$35.36	\$9.58	\$16.29	\$1.84	\$63.07

Notes:

Apprentice to Journeyworker Ratio:1:3

SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 669</i>	04/01/2021	\$43.14	\$10.55	\$16.41	\$0.00	\$70.10

Apprentice - SPRINKLER FITTER - Local 669

Effective Date - 04/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$19.41	\$7.75	\$0.00	\$0.00	\$27.16
2	50	\$21.57	\$7.75	\$0.00	\$0.00	\$29.32
3	55	\$23.73	\$10.55	\$8.15	\$0.00	\$42.43
4	60	\$25.88	\$10.55	\$8.15	\$0.00	\$44.58
5	65	\$28.04	\$10.55	\$8.40	\$0.00	\$46.99
6	70	\$30.20	\$10.55	\$8.40	\$0.00	\$49.15
7	75	\$32.36	\$10.55	\$8.40	\$0.00	\$51.31
8	80	\$34.51	\$10.55	\$8.40	\$0.00	\$53.46
9	85	\$36.67	\$10.55	\$8.40	\$0.00	\$55.62
10	90	\$38.83	\$10.55	\$8.40	\$0.00	\$57.78

Notes:

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TELECOMMUNICATION TECHNICIAN	07/03/2022	\$46.41	\$12.25	\$13.69	\$0.00	\$72.35
ELECTRICIANS LOCAL 7	01/01/2023	\$47.01	\$12.50	\$13.96	\$0.00	\$73.47

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 7

Effective Date - 07/03/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.56	\$7.35	\$0.56	\$0.00	\$26.47
2	45	\$20.88	\$7.35	\$0.63	\$0.00	\$28.86
3	50	\$23.21	\$12.25	\$7.20	\$0.00	\$42.66
4	55	\$25.53	\$12.25	\$7.27	\$0.00	\$45.05
5	65	\$30.17	\$12.25	\$9.14	\$0.00	\$51.56
6	70	\$32.49	\$12.25	\$10.37	\$0.00	\$55.11

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.80	\$7.35	\$0.56	\$0.00	\$26.71
2	45	\$21.15	\$7.35	\$0.63	\$0.00	\$29.13
3	50	\$23.51	\$12.25	\$7.20	\$0.00	\$42.96
4	55	\$25.86	\$12.25	\$7.27	\$0.00	\$45.38
5	65	\$30.56	\$12.25	\$9.14	\$0.00	\$51.95
6	70	\$32.91	\$12.25	\$10.37	\$0.00	\$55.53

Notes:

Steps are 800 hours

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS	08/01/2022	\$58.09	\$11.49	\$22.34	\$0.00	\$91.92
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	02/01/2023	\$59.29	\$11.49	\$22.34	\$0.00	\$93.12
	08/01/2023	\$61.34	\$11.49	\$22.34	\$0.00	\$95.17
	02/01/2024	\$62.59	\$11.49	\$22.34	\$0.00	\$96.42
	08/01/2024	\$64.69	\$11.49	\$22.34	\$0.00	\$98.52
	02/01/2025	\$65.99	\$11.49	\$22.34	\$0.00	\$99.82
	08/01/2025	\$68.14	\$11.49	\$22.34	\$0.00	\$101.97
	02/10/2026	\$69.49	\$11.49	\$22.34	\$0.00	\$103.32
	08/01/2026	\$71.69	\$11.49	\$22.34	\$0.00	\$105.52
	02/01/2027	\$73.09	\$11.49	\$22.34	\$0.00	\$106.92

Apprentice - TERRAZZO FINISHER-Local 3 Marble/Tile (Spr/Ptt)**Effective Date - 08/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.05	\$11.49	\$22.34	\$0.00	\$62.88
2	60	\$34.85	\$11.49	\$22.34	\$0.00	\$68.68
3	70	\$40.66	\$11.49	\$22.34	\$0.00	\$74.49
4	80	\$46.47	\$11.49	\$22.34	\$0.00	\$80.30
5	90	\$52.28	\$11.49	\$22.34	\$0.00	\$86.11

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.65	\$11.49	\$22.34	\$0.00	\$63.48
2	60	\$35.57	\$11.49	\$22.34	\$0.00	\$69.40
3	70	\$41.50	\$11.49	\$22.34	\$0.00	\$75.33
4	80	\$47.43	\$11.49	\$22.34	\$0.00	\$81.26
5	90	\$53.36	\$11.49	\$22.34	\$0.00	\$87.19

Notes:**Apprentice to Journeyworker Ratio:1:5**

TERRAZZO MECHANIC	08/01/2022	\$59.17	\$11.49	\$22.31	\$0.00	\$92.97
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	02/01/2023	\$60.37	\$11.49	\$22.31	\$0.00	\$94.17
	08/01/2023	\$62.42	\$11.49	\$22.31	\$0.00	\$96.22
	02/01/2024	\$63.67	\$11.49	\$22.31	\$0.00	\$97.47
	08/01/2024	\$65.77	\$11.49	\$22.31	\$0.00	\$99.57
	02/01/2025	\$67.07	\$11.49	\$22.31	\$0.00	\$100.87
	08/01/2025	\$69.22	\$11.49	\$22.31	\$0.00	\$103.02
	02/01/2026	\$70.57	\$11.49	\$22.31	\$0.00	\$104.37
	08/01/2026	\$72.77	\$11.49	\$22.31	\$0.00	\$106.57
	02/01/2027	\$74.17	\$11.49	\$22.31	\$0.00	\$107.97

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - TERRAZZO MECH - Local 3 Marble/Tile (Spr/Pitt)

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.59	\$11.49	\$22.31	\$0.00	\$63.39
2	60	\$35.50	\$11.49	\$22.31	\$0.00	\$69.30
3	70	\$41.42	\$11.49	\$22.31	\$0.00	\$75.22
4	80	\$47.34	\$11.49	\$22.31	\$0.00	\$81.14
5	90	\$53.25	\$11.49	\$22.31	\$0.00	\$87.05

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.19	\$11.49	\$22.31	\$0.00	\$63.99
2	60	\$36.22	\$11.49	\$22.31	\$0.00	\$70.02
3	70	\$42.26	\$11.49	\$22.31	\$0.00	\$76.06
4	80	\$48.30	\$11.49	\$22.31	\$0.00	\$82.10
5	90	\$54.33	\$11.49	\$22.31	\$0.00	\$88.13

Notes:

Apprentice to Journeyworker Ratio:1:5

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$42.58	\$9.10	\$17.72	\$0.00	\$69.40
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.30	\$9.10	\$17.72	\$0.00	\$68.12
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
TRACTORS <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$37.60	\$12.47	\$14.50	\$0.00	\$64.57
	12/01/2022	\$38.48	\$12.47	\$14.50	\$0.00	\$65.45
	06/01/2023	\$39.43	\$12.47	\$14.50	\$0.00	\$66.40
	12/01/2023	\$40.38	\$12.47	\$14.50	\$0.00	\$67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2021	\$53.41	\$9.10	\$18.17	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2021	\$55.41	\$9.10	\$18.17	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2021	\$45.48	\$9.10	\$18.17	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2021	\$47.48	\$9.10	\$18.17	\$0.00	\$74.75

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>						
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WATER METER INSTALLER <i>PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION</i>	09/17/2022	\$45.71	\$9.55	\$17.10	\$0.00	\$72.36
	03/17/2023	\$46.96	\$9.55	\$17.10	\$0.00	\$73.61
	09/17/2023	\$47.96	\$9.55	\$17.10	\$0.00	\$74.61
	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

** Multiple ratios are listed in the comment field.

*** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

**** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.



CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF LABOR STANDARDS

Prevailing Wage Rates

**As determined by the Director under the provisions of the
Massachusetts General Laws, Chapter 149, Sections 26 to 27H**

ROSALIN ACOSTA
Secretary

MICHAEL FLANAGAN
Director

Awarding Authority: MBTA
Contract Number: R90CN02 **City/Town:** SAUGUS
Description of Work: Work consists of replacing existing and installing new concrete sidewalk, pavement, and pedestrian ramps systemwide, on an as-needed basis.
Job Location: Various

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, the awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. The annual update requirement is not applicable to 27F "rental of equipment" contracts. **The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.**
- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or a sub-contractor.
- Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.**
- Every contractor or subcontractor working on the construction project must submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. For a sample payroll reporting form go to <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Contractors must obtain the wage schedules from awarding authorities. Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$35.95	\$13.41	\$16.01	\$0.00	\$65.37
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.14	\$13.41	\$16.01	\$0.00	\$65.56
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$37.06	\$9.10	\$16.64	\$0.00	\$62.80
	12/01/2022	\$37.91	\$9.10	\$16.64	\$0.00	\$63.65
	06/01/2023	\$38.81	\$9.10	\$16.64	\$0.00	\$64.55
	12/01/2023	\$39.71	\$9.10	\$16.64	\$0.00	\$65.45
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$36.16	\$9.10	\$16.64	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	12/01/2020	\$38.10	\$12.80	\$9.45	\$0.00	\$60.35
ASPHALT RAKER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 2</i>	06/01/2022	\$37.06	\$9.10	\$16.64	\$0.00	\$62.80
	12/01/2022	\$37.91	\$9.10	\$16.64	\$0.00	\$63.65
	06/01/2023	\$38.81	\$9.10	\$16.64	\$0.00	\$64.55
	12/01/2023	\$39.71	\$9.10	\$16.64	\$0.00	\$65.45
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$36.16	\$9.10	\$16.64	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
2	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
3	70	\$32.27	\$7.07	\$12.59	\$0.00	\$51.93
4	75	\$34.58	\$7.07	\$13.49	\$0.00	\$55.14
5	80	\$36.88	\$7.07	\$14.38	\$0.00	\$58.33
6	85	\$39.19	\$7.07	\$15.29	\$0.00	\$61.55
7	90	\$41.49	\$7.07	\$16.18	\$0.00	\$64.74
8	95	\$43.80	\$7.07	\$17.09	\$0.00	\$67.96

Notes:

Apprentice to Journeyworker Ratio:1:4

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (LYNN)</i>	08/01/2022	\$59.15	\$11.49	\$22.34	\$0.00	\$92.98
	02/01/2023	\$60.35	\$11.49	\$22.34	\$0.00	\$94.18
	08/01/2023	\$62.40	\$11.49	\$22.34	\$0.00	\$96.23
	02/01/2024	\$63.65	\$11.49	\$22.34	\$0.00	\$97.48
	08/01/2024	\$65.75	\$11.49	\$22.34	\$0.00	\$99.58
	02/01/2025	\$67.05	\$11.49	\$22.34	\$0.00	\$100.88
	08/01/2025	\$69.20	\$11.49	\$22.34	\$0.00	\$103.03
	02/01/2026	\$70.55	\$11.49	\$22.34	\$0.00	\$104.38
	08/01/2026	\$72.75	\$11.49	\$22.34	\$0.00	\$106.58
	02/01/2027	\$74.15	\$11.49	\$22.34	\$0.00	\$107.98

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Lynn

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.58	\$11.49	\$22.34	\$0.00	\$63.41
2	60	\$35.49	\$11.49	\$22.34	\$0.00	\$69.32
3	70	\$41.41	\$11.49	\$22.34	\$0.00	\$75.24
4	80	\$47.32	\$11.49	\$22.34	\$0.00	\$81.15
5	90	\$53.24	\$11.49	\$22.34	\$0.00	\$87.07

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.18	\$11.49	\$22.34	\$0.00	\$64.01
2	60	\$36.21	\$11.49	\$22.34	\$0.00	\$70.04
3	70	\$42.25	\$11.49	\$22.34	\$0.00	\$76.08
4	80	\$48.28	\$11.49	\$22.34	\$0.00	\$82.11
5	90	\$54.32	\$11.49	\$22.34	\$0.00	\$88.15

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$42.33	\$9.10	\$17.72	\$0.00	\$69.15
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For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i>	09/01/2022	\$45.18	\$8.68	\$19.97	\$0.00	\$73.83
	03/01/2023	\$45.78	\$8.68	\$19.97	\$0.00	\$74.43

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.59	\$8.68	\$1.73	\$0.00	\$33.00
2	60	\$27.11	\$8.68	\$1.73	\$0.00	\$37.52
3	70	\$31.63	\$8.68	\$14.78	\$0.00	\$55.09
4	75	\$33.89	\$8.68	\$14.78	\$0.00	\$57.35
5	80	\$36.14	\$8.68	\$16.51	\$0.00	\$61.33
6	80	\$36.14	\$8.68	\$16.51	\$0.00	\$61.33
7	90	\$40.66	\$8.68	\$18.24	\$0.00	\$67.58
8	90	\$40.66	\$8.68	\$18.24	\$0.00	\$67.58

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.89	\$8.68	\$1.73	\$0.00	\$33.30
2	60	\$27.47	\$8.68	\$1.73	\$0.00	\$37.88
3	70	\$32.05	\$8.68	\$14.78	\$0.00	\$55.51
4	75	\$34.34	\$8.68	\$14.78	\$0.00	\$57.80
5	80	\$36.62	\$8.68	\$16.51	\$0.00	\$61.81
6	80	\$36.62	\$8.68	\$16.51	\$0.00	\$61.81
7	90	\$41.20	\$8.68	\$18.24	\$0.00	\$68.12
8	90	\$41.20	\$8.68	\$18.24	\$0.00	\$68.12

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$31.01/ 3&4 \$48.64/ 5&6 \$57.24/ 7&8 \$63.54

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME <i>CARPENTERS-ZONE 3 (Wood Frame)</i>	04/01/2022	\$23.66	\$7.21	\$4.80	\$0.00	\$35.67
	04/01/2023	\$24.16	\$7.21	\$4.80	\$0.00	\$36.17
All Aspects of New Wood Frame Work						

Apprentice - CARPENTER (Wood Frame) - Zone 3**Effective Date -** 04/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.20	\$7.21	\$0.00	\$0.00	\$21.41
2	60	\$14.20	\$7.21	\$0.00	\$0.00	\$21.41
3	65	\$15.38	\$7.21	\$0.00	\$0.00	\$22.59
4	70	\$16.56	\$7.21	\$0.00	\$0.00	\$23.77
5	75	\$17.75	\$7.21	\$3.80	\$0.00	\$28.76
6	80	\$18.93	\$7.21	\$3.80	\$0.00	\$29.94
7	85	\$20.11	\$7.21	\$3.80	\$0.00	\$31.12
8	90	\$21.29	\$7.21	\$3.80	\$0.00	\$32.30

Effective Date - 04/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.50	\$7.21	\$0.00	\$0.00	\$21.71
2	60	\$14.50	\$7.21	\$0.00	\$0.00	\$21.71
3	65	\$15.70	\$7.21	\$0.00	\$0.00	\$22.91
4	70	\$16.91	\$7.21	\$0.00	\$0.00	\$24.12
5	75	\$18.12	\$7.21	\$3.80	\$0.00	\$29.13
6	80	\$19.33	\$7.21	\$3.80	\$0.00	\$30.34
7	85	\$20.54	\$7.21	\$3.80	\$0.00	\$31.55
8	90	\$21.74	\$7.21	\$3.80	\$0.00	\$32.75

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$17.86/ 3&4 \$20.22/ 5&6 \$27.57/ 7&8 \$29.94

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING

01/01/2020

\$49.07

\$12.75

\$22.41

\$0.62

\$84.85

BRICKLAYERS LOCAL 3 (LYNN)

Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (Lynn)**Effective Date -** 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.54	\$12.75	\$15.41	\$0.00	\$52.70
2	60	\$29.44	\$12.75	\$17.41	\$0.62	\$60.22
3	65	\$31.90	\$12.75	\$18.41	\$0.62	\$63.68
4	70	\$34.35	\$12.75	\$19.41	\$0.62	\$67.13
5	75	\$36.80	\$12.75	\$20.41	\$0.62	\$70.58
6	80	\$39.26	\$12.75	\$21.41	\$0.62	\$74.04
7	90	\$44.16	\$12.75	\$22.41	\$0.62	\$79.94

Notes:

Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$53.40	\$14.25	\$16.05	\$0.00	\$83.70
	12/01/2022	\$54.68	\$14.25	\$16.05	\$0.00	\$84.98
	06/01/2023	\$55.95	\$14.25	\$16.05	\$0.00	\$86.25
	12/01/2023	\$57.23	\$14.25	\$16.05	\$0.00	\$87.53
	06/01/2024	\$58.55	\$14.25	\$16.05	\$0.00	\$88.85
	12/01/2024	\$60.03	\$14.25	\$16.05	\$0.00	\$90.33
	06/01/2025	\$61.36	\$14.25	\$16.05	\$0.00	\$91.66
	12/01/2025	\$62.83	\$14.25	\$16.05	\$0.00	\$93.13
	06/01/2026	\$64.16	\$14.25	\$16.05	\$0.00	\$94.46
	12/01/2026	\$65.64	\$14.25	\$16.05	\$0.00	\$95.94
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$34.26	\$14.25	\$16.05	\$0.00	\$64.56
	12/01/2022	\$35.08	\$14.25	\$16.05	\$0.00	\$65.38
	06/01/2023	\$35.90	\$14.25	\$16.05	\$0.00	\$66.20
	12/01/2023	\$36.72	\$14.25	\$16.05	\$0.00	\$67.02
	06/01/2024	\$37.57	\$14.25	\$16.05	\$0.00	\$67.87
	12/01/2024	\$38.52	\$14.25	\$16.05	\$0.00	\$68.82
	06/01/2025	\$39.37	\$14.25	\$16.05	\$0.00	\$69.67
	12/01/2025	\$40.32	\$14.25	\$16.05	\$0.00	\$70.62
	06/01/2026	\$41.18	\$14.25	\$16.05	\$0.00	\$71.48
	12/01/2026	\$42.13	\$14.25	\$16.05	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 2</i>	07/01/2022	\$54.86	\$8.65	\$23.05	\$0.00	\$86.56
	01/01/2023	\$56.06	\$8.65	\$23.05	\$0.00	\$87.76
	07/01/2023	\$57.26	\$8.65	\$23.05	\$0.00	\$88.96
	01/01/2024	\$58.46	\$8.65	\$23.05	\$0.00	\$90.16
	07/01/2024	\$59.66	\$8.65	\$23.05	\$0.00	\$91.36
	01/01/2025	\$60.86	\$8.65	\$23.05	\$0.00	\$92.56

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.43	\$8.65	\$0.00	\$0.00	\$36.08
2	55	\$30.17	\$8.65	\$6.27	\$0.00	\$45.09
3	60	\$32.92	\$8.65	\$6.84	\$0.00	\$48.41
4	65	\$35.66	\$8.65	\$7.41	\$0.00	\$51.72
5	70	\$38.40	\$8.65	\$19.63	\$0.00	\$66.68
6	75	\$41.15	\$8.65	\$20.20	\$0.00	\$70.00
7	80	\$43.89	\$8.65	\$20.77	\$0.00	\$73.31
8	90	\$49.37	\$8.65	\$21.91	\$0.00	\$79.93

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.03	\$8.65	\$0.00	\$0.00	\$36.68
2	55	\$30.83	\$8.65	\$6.27	\$0.00	\$45.75
3	60	\$33.64	\$8.65	\$6.84	\$0.00	\$49.13
4	65	\$36.44	\$8.65	\$7.41	\$0.00	\$52.50
5	70	\$39.24	\$8.65	\$19.63	\$0.00	\$67.52
6	75	\$42.05	\$8.65	\$20.20	\$0.00	\$70.90
7	80	\$44.85	\$8.65	\$20.77	\$0.00	\$74.27
8	90	\$50.45	\$8.65	\$21.91	\$0.00	\$81.01

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN LABORERS - ZONE 2	06/01/2022	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
	12/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	12/01/2023	\$45.58	\$9.10	\$17.57	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS - ZONE 2	06/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	12/01/2022	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	06/01/2023	\$45.33	\$9.10	\$17.57	\$0.00	\$72.00
	12/01/2023	\$46.58	\$9.10	\$17.57	\$0.00	\$73.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS LABORERS - ZONE 2	06/01/2022	\$43.08	\$9.10	\$17.57	\$0.00	\$69.75
	12/01/2022	\$44.08	\$9.10	\$17.57	\$0.00	\$70.75
	06/01/2023	\$45.08	\$9.10	\$17.57	\$0.00	\$71.75
	12/01/2023	\$46.33	\$9.10	\$17.57	\$0.00	\$73.00
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 2</i>	06/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	12/01/2022	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	06/01/2023	\$45.33	\$9.10	\$17.57	\$0.00	\$72.00
	12/01/2023	\$46.58	\$9.10	\$17.57	\$0.00	\$73.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$43.08	\$9.10	\$17.57	\$0.00	\$69.75
	12/01/2022	\$44.08	\$9.10	\$17.57	\$0.00	\$70.75
	06/01/2023	\$45.08	\$9.10	\$17.57	\$0.00	\$71.75
	12/01/2023	\$46.33	\$9.10	\$17.57	\$0.00	\$73.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 2</i>	06/01/2022	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
	12/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	12/01/2023	\$45.58	\$9.10	\$17.57	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) <i>DRAWBRIDGE - SEIU LOCAL 888</i>	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN <i>ELECTRICIANS LOCAL 103</i>	09/01/2022	\$58.76	\$13.00	\$20.86	\$0.00	\$92.62
	03/01/2023	\$60.43	\$13.00	\$20.91	\$0.00	\$94.34

Classification

**Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate**

Apprentice - *ELECTRICIAN - Local 103*

Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$23.50	\$13.00	\$0.71	\$0.00	\$37.21
2	40	\$23.50	\$13.00	\$0.71	\$0.00	\$37.21
3	45	\$26.44	\$13.00	\$15.64	\$0.00	\$55.08
4	45	\$26.44	\$13.00	\$15.64	\$0.00	\$55.08
5	50	\$29.38	\$13.00	\$16.12	\$0.00	\$58.50
6	55	\$32.32	\$13.00	\$16.60	\$0.00	\$61.92
7	60	\$35.26	\$13.00	\$17.07	\$0.00	\$65.33
8	65	\$38.19	\$13.00	\$17.55	\$0.00	\$68.74
9	70	\$41.13	\$13.00	\$18.01	\$0.00	\$72.14
10	75	\$44.07	\$13.00	\$18.49	\$0.00	\$75.56

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$24.17	\$13.00	\$0.73	\$0.00	\$37.90
2	40	\$24.17	\$13.00	\$0.73	\$0.00	\$37.90
3	45	\$27.19	\$13.00	\$15.67	\$0.00	\$55.86
4	45	\$27.19	\$13.00	\$15.67	\$0.00	\$55.86
5	50	\$30.22	\$13.00	\$16.15	\$0.00	\$59.37
6	55	\$33.24	\$13.00	\$16.63	\$0.00	\$62.87
7	60	\$36.26	\$13.00	\$17.10	\$0.00	\$66.36
8	65	\$39.28	\$13.00	\$17.58	\$0.00	\$69.86
9	70	\$42.30	\$13.00	\$18.05	\$0.00	\$73.35
10	75	\$45.32	\$13.00	\$18.53	\$0.00	\$76.85

Notes: :

App Prior 1/1/03; 30/35/40/45/50/55/65/70/75/80

Apprentice to Journeyworker Ratio:2:3***

ELEVATOR CONSTRUCTOR	01/01/2022	\$65.62	\$16.03	\$20.21	\$0.00	\$101.86
ELEVATOR CONSTRUCTORS LOCAL 4						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - ELEVATOR CONSTRUCTOR - Local 4						
Effective Date - 01/01/2022						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$32.81	\$16.03	\$0.00	\$0.00	\$48.84
2	55	\$36.09	\$16.03	\$20.21	\$0.00	\$72.33
3	65	\$42.65	\$16.03	\$20.21	\$0.00	\$78.89
4	70	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17
5	80	\$52.50	\$16.03	\$20.21	\$0.00	\$88.74
Notes: Steps 1-2 are 6 mos.; Steps 3-5 are 1 year						
Apprentice to Journeyworker Ratio:1:1						
ELEVATOR CONSTRUCTOR HELPER <i>ELEVATOR CONSTRUCTORS LOCAL 4</i>	01/01/2022	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2022	\$47.18	\$14.00	\$16.05	\$0.00	\$77.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2022	\$48.72	\$14.00	\$16.05	\$0.00	\$78.77
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2022	\$23.33	\$14.00	\$16.05	\$0.00	\$53.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 103</i>	09/01/2022	\$58.76	\$13.00	\$20.86	\$0.00	\$92.62
	03/01/2023	\$60.43	\$13.00	\$20.91	\$0.00	\$94.34
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE <i>LOCAL 103</i> <i>/ COMMISSIONINGELECTRICIANS</i>	09/01/2022	\$46.42	\$13.00	\$18.87	\$0.00	\$78.29
	03/01/2023	\$48.34	\$13.00	\$19.01	\$0.00	\$80.35
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$42.53	\$14.25	\$16.05	\$0.00	\$72.83
	12/01/2022	\$43.54	\$14.25	\$16.05	\$0.00	\$73.84
	06/01/2023	\$44.56	\$14.25	\$16.05	\$0.00	\$74.86
	12/01/2023	\$45.57	\$14.25	\$16.05	\$0.00	\$75.87
	06/01/2024	\$46.63	\$14.25	\$16.05	\$0.00	\$76.93
	12/01/2024	\$47.81	\$14.25	\$16.05	\$0.00	\$78.11
	06/01/2025	\$48.87	\$14.25	\$16.05	\$0.00	\$79.17
	12/01/2025	\$50.04	\$14.25	\$16.05	\$0.00	\$80.34
	06/01/2026	\$51.10	\$14.25	\$16.05	\$0.00	\$81.40
	12/01/2026	\$52.28	\$14.25	\$16.05	\$0.00	\$82.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$24.50	\$9.10	\$16.64	\$0.00	\$50.24

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE I	03/01/2022	\$49.93	\$8.68	\$20.27	\$0.00	\$78.88
Apprentice - FLOORCOVERER - Local 2168 Zone I Effective Date - 03/01/2022						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.97	\$8.68	\$1.79	\$0.00	\$35.44
2	55	\$27.46	\$8.68	\$1.79	\$0.00	\$37.93
3	60	\$29.96	\$8.68	\$14.90	\$0.00	\$53.54
4	65	\$32.45	\$8.68	\$14.90	\$0.00	\$56.03
5	70	\$34.95	\$8.68	\$16.69	\$0.00	\$60.32
6	75	\$37.45	\$8.68	\$16.69	\$0.00	\$62.82
7	80	\$39.94	\$8.68	\$18.48	\$0.00	\$67.10
8	85	\$42.44	\$8.68	\$18.48	\$0.00	\$69.60
<div> Notes: Steps are 750 hrs. % After 10/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps) Step 1&2 \$32.94/ 3&4 \$39.66/ 5&6 \$60.32/ 7&8 \$67.10 </div>						
Apprentice to Journeyworker Ratio:1:1						
FORK LIFT/CHERRY PICKER OPERATING ENGINEERS LOCAL 4						
	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS OPERATING ENGINEERS LOCAL 4						
	06/01/2022	\$34.26	\$14.25	\$16.05	\$0.00	\$64.56
	12/01/2022	\$35.08	\$14.25	\$16.05	\$0.00	\$65.38
	06/01/2023	\$35.90	\$14.25	\$16.05	\$0.00	\$66.20
	12/01/2023	\$36.72	\$14.25	\$16.05	\$0.00	\$67.02
	06/01/2024	\$37.57	\$14.25	\$16.05	\$0.00	\$67.87
	12/01/2024	\$38.52	\$14.25	\$16.05	\$0.00	\$68.82
	06/01/2025	\$39.37	\$14.25	\$16.05	\$0.00	\$69.67
	12/01/2025	\$40.32	\$14.25	\$16.05	\$0.00	\$70.62
	06/01/2026	\$41.18	\$14.25	\$16.05	\$0.00	\$71.48
	12/01/2026	\$42.13	\$14.25	\$16.05	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 35 (ZONE 2)</i>	07/01/2022	\$44.36	\$8.65	\$23.05	\$0.00	\$76.06
	01/01/2023	\$45.56	\$8.65	\$23.05	\$0.00	\$77.26
	07/01/2023	\$46.76	\$8.65	\$23.05	\$0.00	\$78.46
	01/01/2024	\$47.96	\$8.65	\$23.05	\$0.00	\$79.66
	07/01/2024	\$49.16	\$8.65	\$23.05	\$0.00	\$80.86
	01/01/2025	\$50.36	\$8.65	\$23.05	\$0.00	\$82.06

Apprentice - GLAZIER - Local 35 Zone 2

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.18	\$8.65	\$0.00	\$0.00	\$30.83
2	55	\$24.40	\$8.65	\$6.27	\$0.00	\$39.32
3	60	\$26.62	\$8.65	\$6.84	\$0.00	\$42.11
4	65	\$28.83	\$8.65	\$7.41	\$0.00	\$44.89
5	70	\$31.05	\$8.65	\$19.63	\$0.00	\$59.33
6	75	\$33.27	\$8.65	\$20.20	\$0.00	\$62.12
7	80	\$35.49	\$8.65	\$20.77	\$0.00	\$64.91
8	90	\$39.92	\$8.65	\$21.91	\$0.00	\$70.48

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.78	\$8.65	\$0.00	\$0.00	\$31.43
2	55	\$25.06	\$8.65	\$6.27	\$0.00	\$39.98
3	60	\$27.34	\$8.65	\$6.84	\$0.00	\$42.83
4	65	\$29.61	\$8.65	\$7.41	\$0.00	\$45.67
5	70	\$31.89	\$8.65	\$19.63	\$0.00	\$60.17
6	75	\$34.17	\$8.65	\$20.20	\$0.00	\$63.02
7	80	\$36.45	\$8.65	\$20.77	\$0.00	\$65.87
8	90	\$41.00	\$8.65	\$21.91	\$0.00	\$71.56

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

HOISTING ENGINEER/CRANES/GRADALLS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 06/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$28.81	\$14.00	\$0.00	\$0.00	\$42.81
2	60	\$31.43	\$14.00	\$16.05	\$0.00	\$61.48
3	65	\$34.05	\$14.00	\$16.05	\$0.00	\$64.10
4	70	\$36.67	\$14.00	\$16.05	\$0.00	\$66.72
5	75	\$39.29	\$14.00	\$16.05	\$0.00	\$69.34
6	80	\$41.90	\$14.00	\$16.05	\$0.00	\$71.95
7	85	\$44.52	\$14.00	\$16.05	\$0.00	\$74.57
8	90	\$47.14	\$14.00	\$16.05	\$0.00	\$77.19

Effective Date - 12/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$29.50	\$14.25	\$0.00	\$0.00	\$43.75
2	60	\$32.18	\$14.25	\$16.05	\$0.00	\$62.48
3	65	\$34.86	\$14.25	\$16.05	\$0.00	\$65.16
4	70	\$37.54	\$14.25	\$16.05	\$0.00	\$67.84
5	75	\$40.22	\$14.25	\$16.05	\$0.00	\$70.52
6	80	\$42.90	\$14.25	\$16.05	\$0.00	\$73.20
7	85	\$45.59	\$14.25	\$16.05	\$0.00	\$75.89
8	90	\$48.27	\$14.25	\$16.05	\$0.00	\$78.57

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) <i>SHEETMETAL WORKERS LOCAL 17 - A</i>	02/01/2022	\$53.70	\$13.80	\$25.60	\$2.79	\$95.89
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) <i>ELECTRICIANS LOCAL 103</i>	09/01/2022	\$58.76	\$13.00	\$20.86	\$0.00	\$92.62
	03/01/2023	\$60.43	\$13.00	\$20.91	\$0.00	\$94.34
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 17 - A</i>	02/01/2022	\$53.70	\$13.80	\$25.60	\$2.79	\$95.89
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING - WATER) <i>PIPEFITTERS LOCAL 537</i>	03/01/2021	\$57.94	\$11.70	\$20.24	\$0.00	\$89.88
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC <i>PIPEFITTERS LOCAL 537</i>	03/01/2021	\$57.94	\$11.70	\$20.24	\$0.00	\$89.88
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS <i>LABORERS - ZONE 2</i>	06/01/2022	\$37.06	\$9.10	\$16.64	\$0.00	\$62.80
	12/01/2022	\$37.91	\$9.10	\$16.64	\$0.00	\$63.65
	06/01/2023	\$38.81	\$9.10	\$16.64	\$0.00	\$64.55
	12/01/2023	\$39.71	\$9.10	\$16.64	\$0.00	\$65.45
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$36.16	\$9.10	\$16.64	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	09/01/2022	\$53.85	\$13.80	\$17.14	\$0.00	\$84.79

Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Boston

Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.93	\$13.80	\$12.42	\$0.00	\$53.15
2	60	\$32.31	\$13.80	\$13.36	\$0.00	\$59.47
3	70	\$37.70	\$13.80	\$14.31	\$0.00	\$65.81
4	80	\$43.08	\$13.80	\$15.25	\$0.00	\$72.13

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (BOSTON AREA)</i>	09/16/2022	\$51.59	\$8.25	\$26.70	\$0.00	\$86.54
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Apprentice - IRONWORKER - Local 7 Boston

Effective Date - 09/16/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$30.95	\$8.25	\$26.70	\$0.00	\$65.90
2	70	\$36.11	\$8.25	\$26.70	\$0.00	\$71.06
3	75	\$38.69	\$8.25	\$26.70	\$0.00	\$73.64
4	80	\$41.27	\$8.25	\$26.70	\$0.00	\$76.22
5	85	\$43.85	\$8.25	\$26.70	\$0.00	\$78.80
6	90	\$46.43	\$8.25	\$26.70	\$0.00	\$81.38

Notes:

** Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:**

JACKHAMMER & PAVING BREAKER OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95

For apprentice rates see "Apprentice- LABORER"

LABORER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.31	\$9.10	\$16.64	\$0.00	\$62.05
	12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
	12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - LABORER - Zone 2						
Effective Date - 06/01/2022						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.79	\$9.10	\$16.64	\$0.00	\$47.53
2	70	\$25.42	\$9.10	\$16.64	\$0.00	\$51.16
3	80	\$29.05	\$9.10	\$16.64	\$0.00	\$54.79
4	90	\$32.68	\$9.10	\$16.64	\$0.00	\$58.42
Effective Date - 12/01/2022						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.30	\$9.10	\$16.64	\$0.00	\$48.04
2	70	\$26.01	\$9.10	\$16.64	\$0.00	\$51.75
3	80	\$29.73	\$9.10	\$16.64	\$0.00	\$55.47
4	90	\$33.44	\$9.10	\$16.64	\$0.00	\$59.18
Notes:						
Apprentice to Journeyworker Ratio:1:5						
LABORER (HEAVY & HIGHWAY)	12/01/2021	\$35.41	\$9.10	\$16.64	\$0.00	\$61.15
LABORERS - ZONE 2 (HEAVY & HIGHWAY)						

Apprentice - LABORER (Heavy & Highway) - Zone 2						
Effective Date - 12/01/2021						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.25	\$9.10	\$16.64	\$0.00	\$46.99
2	70	\$24.79	\$9.10	\$16.64	\$0.00	\$50.53
3	80	\$28.33	\$9.10	\$16.64	\$0.00	\$54.07
4	90	\$31.87	\$9.10	\$16.64	\$0.00	\$57.61
Notes:						
Apprentice to Journeyworker Ratio:1:5						
LABORER: CARPENTER TENDER	06/01/2022	\$36.31	\$9.10	\$16.64	\$0.00	\$62.05
LABORERS - ZONE 2	12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
	12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70
	For apprentice rates see "Apprentice- LABORER"					
LABORER: CEMENT FINISHER TENDER	06/01/2022	\$36.31	\$9.10	\$16.64	\$0.00	\$62.05
LABORERS - ZONE 2	12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
	12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70
	For apprentice rates see "Apprentice- LABORER"					

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.40	\$9.10	\$16.70	\$0.00	\$62.20
	12/01/2022	\$37.25	\$9.10	\$16.70	\$0.00	\$63.05
	06/01/2023	\$38.15	\$9.10	\$16.70	\$0.00	\$63.95
	12/01/2023	\$39.05	\$9.10	\$16.70	\$0.00	\$64.85
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.31	\$9.10	\$16.64	\$0.00	\$62.05
	12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
	12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.31	\$9.10	\$16.64	\$0.00	\$62.05
	12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
	12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	08/01/2022	\$45.29	\$11.49	\$20.37	\$0.00	\$77.15
	02/01/2023	\$46.25	\$11.49	\$20.37	\$0.00	\$78.11
	08/01/2023	\$47.89	\$11.49	\$20.37	\$0.00	\$79.75
	02/01/2024	\$48.89	\$11.49	\$20.37	\$0.00	\$80.75
	08/01/2024	\$50.57	\$11.49	\$20.37	\$0.00	\$82.43
	02/01/2025	\$51.61	\$11.49	\$20.37	\$0.00	\$83.47
	08/01/2025	\$53.33	\$11.49	\$20.37	\$0.00	\$85.19
	02/01/2026	\$54.41	\$11.49	\$20.37	\$0.00	\$86.27
	08/01/2026	\$56.17	\$11.49	\$20.37	\$0.00	\$88.03
	02/01/2027	\$57.29	\$11.49	\$20.37	\$0.00	\$89.15

Classification

**Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate**

Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.65	\$11.49	\$20.37	\$0.00	\$54.51
2	60	\$27.17	\$11.49	\$20.37	\$0.00	\$59.03
3	70	\$31.70	\$11.49	\$20.37	\$0.00	\$63.56
4	80	\$36.23	\$11.49	\$20.37	\$0.00	\$68.09
5	90	\$40.76	\$11.49	\$20.37	\$0.00	\$72.62

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.13	\$11.49	\$20.37	\$0.00	\$54.99
2	60	\$27.75	\$11.49	\$20.37	\$0.00	\$59.61
3	70	\$32.38	\$11.49	\$20.37	\$0.00	\$64.24
4	80	\$37.00	\$11.49	\$20.37	\$0.00	\$68.86
5	90	\$41.63	\$11.49	\$20.37	\$0.00	\$73.49

Notes:

Apprentice to Journeyworker Ratio:1:3

MARBLE MASONS,TILELAYERS & TERRAZZO MECH	08/01/2022	\$59.17	\$11.49	\$22.31	\$0.00	\$92.97
BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2023	\$60.37	\$11.49	\$22.31	\$0.00	\$94.17
	08/01/2023	\$62.42	\$11.49	\$22.31	\$0.00	\$96.22
	02/01/2024	\$63.67	\$11.49	\$22.31	\$0.00	\$97.47
	08/01/2024	\$65.77	\$11.49	\$22.31	\$0.00	\$99.57
	02/01/2025	\$67.07	\$11.49	\$22.31	\$0.00	\$100.87
	08/01/2025	\$69.22	\$11.49	\$22.31	\$0.00	\$103.02
	02/01/2026	\$70.57	\$11.49	\$22.31	\$0.00	\$104.37
	08/01/2026	\$72.77	\$11.49	\$22.31	\$0.00	\$106.57
	02/01/2027	\$74.17	\$11.49	\$22.31	\$0.00	\$107.97

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.59	\$11.49	\$22.31	\$0.00	\$63.39
2	60	\$35.50	\$11.49	\$22.31	\$0.00	\$69.30
3	70	\$41.42	\$11.49	\$22.31	\$0.00	\$75.22
4	80	\$47.34	\$11.49	\$22.31	\$0.00	\$81.14
5	90	\$53.25	\$11.49	\$22.31	\$0.00	\$87.05

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.19	\$11.49	\$22.31	\$0.00	\$63.99
2	60	\$36.22	\$11.49	\$22.31	\$0.00	\$70.02
3	70	\$42.26	\$11.49	\$22.31	\$0.00	\$76.06
4	80	\$48.30	\$11.49	\$22.31	\$0.00	\$82.10
5	90	\$54.33	\$11.49	\$22.31	\$0.00	\$88.13

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES)	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
OPERATING ENGINEERS LOCAL 4	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANICS MAINTENANCE	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
OPERATING ENGINEERS LOCAL 4	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 2)	01/03/2022	\$40.67	\$8.58	\$21.57	\$0.00	\$70.82
MILLWRIGHTS LOCAL 1121 - Zone 2	01/02/2023	\$41.92	\$8.58	\$21.57	\$0.00	\$72.07

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
Apprentice - MILLWRIGHT - Local 1121 Zone 2							
Effective Date - 01/03/2022							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	55	\$22.37	\$8.58	\$5.72	\$0.00	\$36.67	
2	65	\$26.44	\$8.58	\$17.93	\$0.00	\$52.95	
3	75	\$30.50	\$8.58	\$18.98	\$0.00	\$58.06	
4	85	\$34.57	\$8.58	\$20.01	\$0.00	\$63.16	
Effective Date - 01/02/2023							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	55	\$23.06	\$8.58	\$5.72	\$0.00	\$37.36	
2	65	\$27.25	\$8.58	\$17.93	\$0.00	\$53.76	
3	75	\$31.44	\$8.58	\$18.98	\$0.00	\$59.00	
4	85	\$35.63	\$8.58	\$20.01	\$0.00	\$64.22	
<div>Notes: Step 1&2 Appr. indentured after 1/6/2020 receive no pension, but do receive annuity. (Step 1 \$5.72, Step 2 \$6.66) Steps are 2,000 hours</div>							
Apprentice to Journeyworker Ratio:1:4							
MORTAR MIXER		06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
LABORERS - ZONE 2		12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
		06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
		12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"							
OILER (OTHER THAN TRUCK CRANES,GRADALLS)		06/01/2022	\$23.80	\$14.25	\$16.05	\$0.00	\$54.10
OPERATING ENGINEERS LOCAL 4		12/01/2022	\$24.37	\$14.25	\$16.05	\$0.00	\$54.67
		06/01/2023	\$24.94	\$14.25	\$16.05	\$0.00	\$55.24
		12/01/2023	\$25.51	\$14.25	\$16.05	\$0.00	\$55.81
		06/01/2024	\$26.11	\$14.25	\$16.05	\$0.00	\$56.41
		12/01/2024	\$26.77	\$14.25	\$16.05	\$0.00	\$57.07
		06/01/2025	\$27.37	\$14.25	\$16.05	\$0.00	\$57.67
		12/01/2025	\$28.03	\$14.25	\$16.05	\$0.00	\$58.33
		06/01/2026	\$28.62	\$14.25	\$16.05	\$0.00	\$58.92
		12/01/2026	\$29.29	\$14.25	\$16.05	\$0.00	\$59.59
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
OILER (TRUCK CRANES, GRADALLS)		06/01/2022	\$28.88	\$14.25	\$16.05	\$0.00	\$59.18
OPERATING ENGINEERS LOCAL 4		12/01/2022	\$29.57	\$14.25	\$16.05	\$0.00	\$59.87
		06/01/2023	\$30.27	\$14.25	\$16.05	\$0.00	\$60.57
		12/01/2023	\$30.96	\$14.25	\$16.05	\$0.00	\$61.26
		06/01/2024	\$31.68	\$14.25	\$16.05	\$0.00	\$61.98
		12/01/2024	\$32.48	\$14.25	\$16.05	\$0.00	\$62.78
		06/01/2025	\$33.20	\$14.25	\$16.05	\$0.00	\$63.50
		12/01/2025	\$34.00	\$14.25	\$16.05	\$0.00	\$64.30
		06/01/2026	\$34.72	\$14.25	\$16.05	\$0.00	\$65.02
		12/01/2026	\$35.52	\$14.25	\$16.05	\$0.00	\$65.82

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 2</i>	07/01/2022	\$54.86	\$8.65	\$23.05	\$0.00	\$86.56
	01/01/2023	\$56.06	\$8.65	\$23.05	\$0.00	\$87.76
	07/01/2023	\$57.26	\$8.65	\$23.05	\$0.00	\$88.96
	01/01/2024	\$58.46	\$8.65	\$23.05	\$0.00	\$90.16
	07/01/2024	\$59.66	\$8.65	\$23.05	\$0.00	\$91.36
	01/01/2025	\$60.86	\$8.65	\$23.05	\$0.00	\$92.56

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.43	\$8.65	\$0.00	\$0.00	\$36.08
2	55	\$30.17	\$8.65	\$6.27	\$0.00	\$45.09
3	60	\$32.92	\$8.65	\$6.84	\$0.00	\$48.41
4	65	\$35.66	\$8.65	\$7.41	\$0.00	\$51.72
5	70	\$38.40	\$8.65	\$19.63	\$0.00	\$66.68
6	75	\$41.15	\$8.65	\$20.20	\$0.00	\$70.00
7	80	\$43.89	\$8.65	\$20.77	\$0.00	\$73.31
8	90	\$49.37	\$8.65	\$21.91	\$0.00	\$79.93

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.03	\$8.65	\$0.00	\$0.00	\$36.68
2	55	\$30.83	\$8.65	\$6.27	\$0.00	\$45.75
3	60	\$33.64	\$8.65	\$6.84	\$0.00	\$49.13
4	65	\$36.44	\$8.65	\$7.41	\$0.00	\$52.50
5	70	\$39.24	\$8.65	\$19.63	\$0.00	\$67.52
6	75	\$42.05	\$8.65	\$20.20	\$0.00	\$70.90
7	80	\$44.85	\$8.65	\$20.77	\$0.00	\$74.27
8	90	\$50.45	\$8.65	\$21.91	\$0.00	\$81.01

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Painter (Spray or Sandblast, New) *	07/01/2022	\$45.76	\$8.65	\$23.05	\$0.00	\$77.46
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2023	\$46.96	\$8.65	\$23.05	\$0.00	\$78.66
	07/01/2023	\$48.16	\$8.65	\$23.05	\$0.00	\$79.86
	01/01/2024	\$49.36	\$8.65	\$23.05	\$0.00	\$81.06
	07/01/2024	\$50.56	\$8.65	\$23.05	\$0.00	\$82.26
	01/01/2025	\$51.76	\$8.65	\$23.05	\$0.00	\$83.46

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.88	\$8.65	\$0.00	\$0.00	\$31.53
2	55	\$25.17	\$8.65	\$6.27	\$0.00	\$40.09
3	60	\$27.46	\$8.65	\$6.84	\$0.00	\$42.95
4	65	\$29.74	\$8.65	\$7.41	\$0.00	\$45.80
5	70	\$32.03	\$8.65	\$19.63	\$0.00	\$60.31
6	75	\$34.32	\$8.65	\$20.20	\$0.00	\$63.17
7	80	\$36.61	\$8.65	\$20.77	\$0.00	\$66.03
8	90	\$41.18	\$8.65	\$21.91	\$0.00	\$71.74

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.48	\$8.65	\$0.00	\$0.00	\$32.13
2	55	\$25.83	\$8.65	\$6.27	\$0.00	\$40.75
3	60	\$28.18	\$8.65	\$6.84	\$0.00	\$43.67
4	65	\$30.52	\$8.65	\$7.41	\$0.00	\$46.58
5	70	\$32.87	\$8.65	\$19.63	\$0.00	\$61.15
6	75	\$35.22	\$8.65	\$20.20	\$0.00	\$64.07
7	80	\$37.57	\$8.65	\$20.77	\$0.00	\$66.99
8	90	\$42.26	\$8.65	\$21.91	\$0.00	\$72.82

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Painter (Spray or Sandblast, Repaint)	07/01/2022	\$43.82	\$8.65	\$23.05	\$0.00	\$75.52
<i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2023	\$45.02	\$8.65	\$23.05	\$0.00	\$76.72
	07/01/2023	\$46.22	\$8.65	\$23.05	\$0.00	\$77.92
	01/01/2024	\$47.42	\$8.65	\$23.05	\$0.00	\$79.12
	07/01/2024	\$48.62	\$8.65	\$23.05	\$0.00	\$80.32
	01/01/2025	\$49.82	\$8.65	\$23.05	\$0.00	\$81.52

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint**Effective Date - 07/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.91	\$8.65	\$0.00	\$0.00	\$30.56
2	55	\$24.10	\$8.65	\$6.27	\$0.00	\$39.02
3	60	\$26.29	\$8.65	\$6.84	\$0.00	\$41.78
4	65	\$28.48	\$8.65	\$7.41	\$0.00	\$44.54
5	70	\$30.67	\$8.65	\$19.63	\$0.00	\$58.95
6	75	\$32.87	\$8.65	\$20.20	\$0.00	\$61.72
7	80	\$35.06	\$8.65	\$20.77	\$0.00	\$64.48
8	90	\$39.44	\$8.65	\$21.91	\$0.00	\$70.00

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.51	\$8.65	\$0.00	\$0.00	\$31.16
2	55	\$24.76	\$8.65	\$6.27	\$0.00	\$39.68
3	60	\$27.01	\$8.65	\$6.84	\$0.00	\$42.50
4	65	\$29.26	\$8.65	\$7.41	\$0.00	\$45.32
5	70	\$31.51	\$8.65	\$19.63	\$0.00	\$59.79
6	75	\$33.77	\$8.65	\$20.20	\$0.00	\$62.62
7	80	\$36.02	\$8.65	\$20.77	\$0.00	\$65.44
8	90	\$40.52	\$8.65	\$21.91	\$0.00	\$71.08

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *

* If 30% or more of surfaces to be painted are new construction,
NEW paint rate shall be used. *PAINTERS LOCAL 35 - ZONE 2*

07/01/2022	\$44.36	\$8.65	\$23.05	\$0.00	\$76.06
01/01/2023	\$45.56	\$8.65	\$23.05	\$0.00	\$77.26
07/01/2023	\$46.76	\$8.65	\$23.05	\$0.00	\$78.46
01/01/2024	\$47.96	\$8.65	\$23.05	\$0.00	\$79.66
07/01/2024	\$49.16	\$8.65	\$23.05	\$0.00	\$80.86
01/01/2025	\$50.36	\$8.65	\$23.05	\$0.00	\$82.06

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW**Effective Date - 07/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.18	\$8.65	\$0.00	\$0.00	\$30.83
2	55	\$24.40	\$8.65	\$6.27	\$0.00	\$39.32
3	60	\$26.62	\$8.65	\$6.84	\$0.00	\$42.11
4	65	\$28.83	\$8.65	\$7.41	\$0.00	\$44.89
5	70	\$31.05	\$8.65	\$19.63	\$0.00	\$59.33
6	75	\$33.27	\$8.65	\$20.20	\$0.00	\$62.12
7	80	\$35.49	\$8.65	\$20.77	\$0.00	\$64.91
8	90	\$39.92	\$8.65	\$21.91	\$0.00	\$70.48

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.78	\$8.65	\$0.00	\$0.00	\$31.43
2	55	\$25.06	\$8.65	\$6.27	\$0.00	\$39.98
3	60	\$27.34	\$8.65	\$6.84	\$0.00	\$42.83
4	65	\$29.61	\$8.65	\$7.41	\$0.00	\$45.67
5	70	\$31.89	\$8.65	\$19.63	\$0.00	\$60.17
6	75	\$34.17	\$8.65	\$20.20	\$0.00	\$63.02
7	80	\$36.45	\$8.65	\$20.77	\$0.00	\$65.87
8	90	\$41.00	\$8.65	\$21.91	\$0.00	\$71.56

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)

PAINTERS LOCAL 35 - ZONE 2

07/01/2022	\$42.42	\$8.65	\$23.05	\$0.00	\$74.12
01/01/2023	\$43.62	\$8.65	\$23.05	\$0.00	\$75.32
07/01/2023	\$44.82	\$8.65	\$23.05	\$0.00	\$76.52
01/01/2024	\$46.02	\$8.65	\$23.05	\$0.00	\$77.72
07/01/2024	\$47.22	\$8.65	\$23.05	\$0.00	\$78.92
01/01/2025	\$48.42	\$8.65	\$23.05	\$0.00	\$80.12

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.21	\$8.65	\$0.00	\$0.00	\$29.86
2	55	\$23.33	\$8.65	\$6.27	\$0.00	\$38.25
3	60	\$25.45	\$8.65	\$6.84	\$0.00	\$40.94
4	65	\$27.57	\$8.65	\$7.41	\$0.00	\$43.63
5	70	\$29.69	\$8.65	\$19.63	\$0.00	\$57.97
6	75	\$31.82	\$8.65	\$20.20	\$0.00	\$60.67
7	80	\$33.94	\$8.65	\$20.77	\$0.00	\$63.36
8	90	\$38.18	\$8.65	\$21.91	\$0.00	\$68.74

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.81	\$8.65	\$0.00	\$0.00	\$30.46
2	55	\$23.99	\$8.65	\$6.27	\$0.00	\$38.91
3	60	\$26.17	\$8.65	\$6.84	\$0.00	\$41.66
4	65	\$28.35	\$8.65	\$7.41	\$0.00	\$44.41
5	70	\$30.53	\$8.65	\$19.63	\$0.00	\$58.81
6	75	\$32.72	\$8.65	\$20.20	\$0.00	\$61.57
7	80	\$34.90	\$8.65	\$20.77	\$0.00	\$64.32
8	90	\$39.26	\$8.65	\$21.91	\$0.00	\$69.82

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2021	\$35.41	\$9.10	\$16.64	\$0.00	\$61.15
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$35.78	\$13.41	\$16.01	\$0.00	\$65.20
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
PILE DRIVER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - PILE DRIVER - Local 56 Zone 1**Effective Date - 08/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.54	\$9.40	\$23.12	\$0.00	\$57.06
2	60	\$29.44	\$9.40	\$23.12	\$0.00	\$61.96
3	70	\$34.35	\$9.40	\$23.12	\$0.00	\$66.87
4	75	\$36.80	\$9.40	\$23.12	\$0.00	\$69.32
5	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78
6	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78
7	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68
8	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$34.01/ 3&4 \$41.46/ 5&6 \$62.80/ 7&8 \$69.25

Apprentice to Journeyworker Ratio:1:5

PIPEFITTER & STEAMFITTER

03/01/2021

\$57.94

\$11.70

\$20.24

\$0.00

\$89.88

PIPEFITTERS LOCAL 537

Apprentice - PIPEFITTER - Local 537**Effective Date - 03/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$23.18	\$11.70	\$8.25	\$0.00	\$43.13
2	45	\$26.07	\$11.70	\$20.24	\$0.00	\$58.01
3	60	\$34.76	\$11.70	\$20.24	\$0.00	\$66.70
4	70	\$40.56	\$11.70	\$20.24	\$0.00	\$72.50
5	80	\$46.35	\$11.70	\$20.24	\$0.00	\$78.29

Notes:

** 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.
 Refrig/AC Mechanic **1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)

Apprentice to Journeyworker Ratio:**

PIPELAYER

LABORERS - ZONE 2

06/01/2022

\$36.56

\$9.10

\$16.64

\$0.00

\$62.30

12/01/2022

\$37.41

\$9.10

\$16.64

\$0.00

\$63.15

06/01/2023

\$38.31

\$9.10

\$16.64

\$0.00

\$64.05

12/01/2023

\$39.21

\$9.10

\$16.64

\$0.00

\$64.95

For apprentice rates see "Apprentice- LABORER"

PIPELAYER (HEAVY & HIGHWAY)

LABORERS - ZONE 2 (HEAVY & HIGHWAY)

12/01/2021

\$35.66

\$9.10

\$16.64

\$0.00

\$61.40

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PLUMBERS & GASFITTERS	09/04/2022	\$63.49	\$14.07	\$18.36	\$0.00	\$95.92
<i>PLUMBERS & GASFITTERS LOCAL 12</i>	02/26/2023	\$65.19	\$14.07	\$18.36	\$0.00	\$97.62
	09/03/2023	\$66.94	\$14.07	\$18.36	\$0.00	\$99.37
	03/03/2024	\$68.74	\$14.07	\$18.36	\$0.00	\$101.17
	09/01/2024	\$70.54	\$14.07	\$18.36	\$0.00	\$102.97
	03/02/2025	\$72.34	\$14.07	\$18.36	\$0.00	\$104.77

Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 09/04/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$22.22	\$14.07	\$6.63	\$0.00	\$42.92
2	40	\$25.40	\$14.07	\$7.52	\$0.00	\$46.99
3	55	\$34.92	\$14.07	\$10.24	\$0.00	\$59.23
4	65	\$41.27	\$14.07	\$12.04	\$0.00	\$67.38
5	75	\$47.62	\$14.07	\$13.85	\$0.00	\$75.54

Effective Date - 02/26/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$22.82	\$14.07	\$6.63	\$0.00	\$43.52
2	40	\$26.08	\$14.07	\$7.52	\$0.00	\$47.67
3	55	\$35.85	\$14.07	\$10.24	\$0.00	\$60.16
4	65	\$42.37	\$14.07	\$12.04	\$0.00	\$68.48
5	75	\$48.89	\$14.07	\$13.85	\$0.00	\$76.81

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr
Step4 with lic\$69.00, Step5 with lic\$76.87

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.)	03/01/2021	\$57.94	\$11.70	\$20.24	\$0.00	\$89.88
<i>PIPEFITTERS LOCAL 537</i>						

For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

PNEUMATIC DRILL/TOOL OPERATOR	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
<i>LABORERS - ZONE 2</i>	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95

For apprentice rates see "Apprentice- LABORER"

PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
<i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>						

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

POWDERMAN & BLASTER	06/01/2022	\$37.31	\$9.10	\$16.64	\$0.00	\$63.05
<i>LABORERS - ZONE 2</i>	12/01/2022	\$38.16	\$9.10	\$16.64	\$0.00	\$63.90
	06/01/2023	\$39.06	\$9.10	\$16.64	\$0.00	\$64.80
	12/01/2023	\$39.96	\$9.10	\$16.64	\$0.00	\$65.70

For apprentice rates see "Apprentice- LABORER"

POWDERMAN & BLASTER (HEAVY & HIGHWAY)	12/01/2021	\$36.41	\$9.10	\$16.64	\$0.00	\$62.15
<i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>						

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$34.26	\$14.25	\$16.05	\$0.00	\$64.56
	12/01/2022	\$35.08	\$14.25	\$16.05	\$0.00	\$65.38
	06/01/2023	\$35.90	\$14.25	\$16.05	\$0.00	\$66.20
	12/01/2023	\$36.72	\$14.25	\$16.05	\$0.00	\$67.02
	06/01/2024	\$37.57	\$14.25	\$16.05	\$0.00	\$67.87
	12/01/2024	\$38.52	\$14.25	\$16.05	\$0.00	\$68.82
	06/01/2025	\$39.37	\$14.25	\$16.05	\$0.00	\$69.67
	12/01/2025	\$40.32	\$14.25	\$16.05	\$0.00	\$70.62
	06/01/2026	\$41.18	\$14.25	\$16.05	\$0.00	\$71.48
	12/01/2026	\$42.13	\$14.25	\$16.05	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS 42 - J.G. MacLeallan (Wakefield)</i>	05/01/2022	\$29.00	\$12.00	\$7.00	\$0.00	\$48.00
	05/01/2023	\$29.25	\$12.00	\$7.00	\$0.00	\$48.25
	05/01/2024	\$29.50	\$12.00	\$7.00	\$0.00	\$48.50
	05/01/2025	\$30.00	\$12.00	\$7.00	\$0.00	\$49.00
	05/01/2026	\$30.50	\$12.00	\$7.00	\$0.00	\$49.50

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95

For apprentice rates see "Apprentice- LABORER"

ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

ROOFER (Inc.Roofing Waterproofing &Roofing Dampproofg) <i>ROOFERS LOCAL 33</i>	02/01/2022	\$47.03	\$12.28	\$19.45	\$0.00	\$78.76
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Apprentice - ROOFER - Local 33

Effective Date - 02/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.52	\$12.28	\$5.21	\$0.00	\$41.01
2	60	\$28.22	\$12.28	\$19.45	\$0.00	\$59.95
3	65	\$30.57	\$12.28	\$19.45	\$0.00	\$62.30
4	75	\$35.27	\$12.28	\$19.45	\$0.00	\$67.00
5	85	\$39.98	\$12.28	\$19.45	\$0.00	\$71.71

Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1
Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.
(Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER)

Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE <i>ROOFERS LOCAL 33</i>	02/01/2022	\$47.28	\$12.28	\$19.45	\$0.00	\$79.01
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For apprentice rates see "Apprentice- ROOFER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 17 - A</i>	02/01/2022	\$53.70	\$13.80	\$25.60	\$2.79	\$95.89

Apprentice - SHEET METAL WORKER - Local 17-A

Effective Date - 02/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$22.55	\$13.80	\$6.01	\$0.00	\$42.36
2	42	\$22.55	\$13.80	\$6.01	\$0.00	\$42.36
3	47	\$25.24	\$13.80	\$11.26	\$1.51	\$51.81
4	47	\$25.24	\$13.80	\$11.26	\$1.51	\$51.81
5	52	\$27.92	\$13.80	\$12.23	\$1.62	\$55.57
6	52	\$27.92	\$13.80	\$12.48	\$1.63	\$55.83
7	60	\$32.22	\$13.80	\$13.87	\$1.80	\$61.69
8	65	\$34.91	\$13.80	\$14.84	\$1.91	\$65.46
9	75	\$40.28	\$13.80	\$16.77	\$2.13	\$72.98
10	85	\$45.65	\$13.80	\$18.20	\$2.33	\$79.98

Notes:

Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1</i>	10/01/2022	\$65.56	\$15.50	\$22.10	\$0.00	\$103.16
	03/01/2023	\$67.26	\$15.50	\$22.10	\$0.00	\$104.86
	10/01/2023	\$69.01	\$15.50	\$22.10	\$0.00	\$106.61
	03/01/2024	\$70.81	\$15.50	\$22.10	\$0.00	\$108.41
	10/01/2024	\$72.61	\$15.50	\$22.10	\$0.00	\$110.21
	03/01/2025	\$74.41	\$15.50	\$22.10	\$0.00	\$112.01

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1
Effective Date - 10/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$22.95	\$15.50	\$9.60	\$0.00	\$48.05
2	40	\$26.22	\$15.50	\$9.60	\$0.00	\$51.32
3	45	\$29.50	\$15.50	\$9.60	\$0.00	\$54.60
4	50	\$32.78	\$15.50	\$9.60	\$0.00	\$57.88
5	55	\$36.06	\$15.50	\$9.60	\$0.00	\$61.16
6	60	\$39.34	\$15.50	\$11.10	\$0.00	\$65.94
7	65	\$42.61	\$15.50	\$11.10	\$0.00	\$69.21
8	70	\$45.89	\$15.50	\$11.10	\$0.00	\$72.49
9	75	\$49.17	\$15.50	\$11.10	\$0.00	\$75.77
10	80	\$52.45	\$15.50	\$11.10	\$0.00	\$79.05

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$23.54	\$15.50	\$9.60	\$0.00	\$48.64
2	40	\$26.90	\$15.50	\$9.60	\$0.00	\$52.00
3	45	\$30.27	\$15.50	\$9.60	\$0.00	\$55.37
4	50	\$33.63	\$15.50	\$9.60	\$0.00	\$58.73
5	55	\$36.99	\$15.50	\$9.60	\$0.00	\$62.09
6	60	\$40.36	\$15.50	\$11.10	\$0.00	\$66.96
7	65	\$43.72	\$15.50	\$11.10	\$0.00	\$70.32
8	70	\$47.08	\$15.50	\$11.10	\$0.00	\$73.68
9	75	\$50.45	\$15.50	\$11.10	\$0.00	\$77.05
10	80	\$53.81	\$15.50	\$11.10	\$0.00	\$80.41

Notes: Apprentice entered prior 9/30/10:
40/45/50/55/60/65/70/75/80/85
Steps are 850 hours

Apprentice to Journeyworker Ratio:1:3
STEAM BOILER OPERATOR
OPERATING ENGINEERS LOCAL 4

06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN OPERATING ENGINEERS LOCAL 4	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN ELECTRICIANS LOCAL 103	09/01/2022	\$46.42	\$13.00	\$18.87	\$0.00	\$78.29
	03/01/2023	\$48.34	\$13.00	\$19.01	\$0.00	\$80.35

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$20.89	\$13.00	\$0.63	\$0.00	\$34.52
2	45	\$20.89	\$13.00	\$0.63	\$0.00	\$34.52
3	50	\$23.21	\$13.00	\$15.13	\$0.00	\$51.34
4	50	\$23.21	\$13.00	\$15.13	\$0.00	\$51.34
5	55	\$25.53	\$13.00	\$15.51	\$0.00	\$54.04
6	60	\$27.85	\$13.00	\$15.88	\$0.00	\$56.73
7	65	\$30.17	\$13.00	\$16.26	\$0.00	\$59.43
8	70	\$32.49	\$13.00	\$16.62	\$0.00	\$62.11
9	75	\$34.82	\$13.00	\$17.00	\$0.00	\$64.82
10	80	\$37.14	\$13.00	\$17.37	\$0.00	\$67.51

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$21.75	\$13.00	\$0.65	\$0.00	\$35.40
2	45	\$21.75	\$13.00	\$0.65	\$0.00	\$35.40
3	50	\$24.17	\$13.00	\$15.20	\$0.00	\$52.37
4	50	\$24.17	\$13.00	\$15.20	\$0.00	\$52.37
5	55	\$26.59	\$13.00	\$15.58	\$0.00	\$55.17
6	60	\$29.00	\$13.00	\$15.96	\$0.00	\$57.96
7	65	\$31.42	\$13.00	\$16.34	\$0.00	\$60.76
8	70	\$33.84	\$13.00	\$16.73	\$0.00	\$63.57
9	75	\$36.26	\$13.00	\$17.11	\$0.00	\$66.37
10	80	\$38.67	\$13.00	\$17.48	\$0.00	\$69.15

Notes:

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TERRAZZO FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	08/01/2022	\$58.09	\$11.49	\$22.34	\$0.00	\$91.92
	02/01/2023	\$59.29	\$11.49	\$22.34	\$0.00	\$93.12
	08/01/2023	\$61.34	\$11.49	\$22.34	\$0.00	\$95.17
	02/01/2024	\$62.59	\$11.49	\$22.34	\$0.00	\$96.42
	08/01/2024	\$64.69	\$11.49	\$22.34	\$0.00	\$98.52
	02/01/2025	\$65.99	\$11.49	\$22.34	\$0.00	\$99.82
	08/01/2025	\$68.14	\$11.49	\$22.34	\$0.00	\$101.97
	02/01/2026	\$69.49	\$11.49	\$22.34	\$0.00	\$103.32
	08/01/2026	\$71.69	\$11.49	\$22.34	\$0.00	\$105.52
	02/01/2027	\$73.09	\$11.49	\$22.34	\$0.00	\$106.92

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.05	\$11.49	\$22.34	\$0.00	\$62.88
2	60	\$34.85	\$11.49	\$22.34	\$0.00	\$68.68
3	70	\$40.66	\$11.49	\$22.34	\$0.00	\$74.49
4	80	\$46.47	\$11.49	\$22.34	\$0.00	\$80.30
5	90	\$52.28	\$11.49	\$22.34	\$0.00	\$86.11

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.65	\$11.49	\$22.34	\$0.00	\$63.48
2	60	\$35.57	\$11.49	\$22.34	\$0.00	\$69.40
3	70	\$41.50	\$11.49	\$22.34	\$0.00	\$75.33
4	80	\$47.43	\$11.49	\$22.34	\$0.00	\$81.26
5	90	\$53.36	\$11.49	\$22.34	\$0.00	\$87.19

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$42.58	\$9.10	\$17.72	\$0.00	\$69.40
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.30	\$9.10	\$17.72	\$0.00	\$68.12
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2021	\$53.41	\$9.10	\$18.17	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2021	\$55.41	\$9.10	\$18.17	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2021	\$45.48	\$9.10	\$18.17	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2021	\$47.48	\$9.10	\$18.17	\$0.00	\$74.75
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
WAGON DRILL OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WATER METER INSTALLER <i>PLUMBERS & GASFITTERS LOCAL 12</i>	09/04/2022	\$63.49	\$14.07	\$18.36	\$0.00	\$95.92
	02/26/2023	\$65.19	\$14.07	\$18.36	\$0.00	\$97.62
	09/03/2023	\$66.94	\$14.07	\$18.36	\$0.00	\$99.37
	03/03/2024	\$68.74	\$14.07	\$18.36	\$0.00	\$101.17
	09/01/2024	\$70.54	\$14.07	\$18.36	\$0.00	\$102.97
	03/02/2025	\$72.34	\$14.07	\$18.36	\$0.00	\$104.77
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

Additional Apprentices Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

** Multiple ratios are listed in the comment field.

*** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

**** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.



CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF LABOR STANDARDS

Prevailing Wage Rates

As determined by the Director under the provisions of the
Massachusetts General Laws, Chapter 149, Sections 26 to 27H

ROSALIN ACOSTA
Secretary

MICHAEL FLANAGAN
Director

Awarding Authority: MBTA
Contract Number: R90CN02 **City/Town:** SPRINGFIELD
Description of Work: Work consists of replacing existing and installing new concrete sidewalk, pavement, and pedestrian ramps systemwide, on an as-needed basis.
Job Location: Various

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, the awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. The annual update requirement is not applicable to 27F "rental of equipment" contracts. **The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.**
- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or a sub-contractor.
- Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.**
- Every contractor or subcontractor working on the construction project must submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. For a sample payroll reporting form go to <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Contractors must obtain the wage schedules from awarding authorities. Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$35.95	\$13.41	\$16.01	\$0.00	\$65.37
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.14	\$13.41	\$16.01	\$0.00	\$65.56
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$33.75	\$9.10	\$16.19	\$0.00	\$59.04
	12/01/2022	\$34.38	\$9.10	\$16.19	\$0.00	\$59.67
	06/01/2023	\$35.00	\$9.10	\$16.19	\$0.00	\$60.29
	12/01/2023	\$35.63	\$9.10	\$16.19	\$0.00	\$60.92
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2021	\$33.25	\$9.10	\$14.01	\$0.00	\$56.36
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS WORKER (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	12/01/2020	\$34.29	\$12.80	\$8.95	\$0.00	\$56.04
ASPHALT RAKER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$33.25	\$9.10	\$16.19	\$0.00	\$58.54
	12/01/2022	\$33.88	\$9.10	\$16.19	\$0.00	\$59.17
	06/01/2023	\$34.50	\$9.10	\$16.19	\$0.00	\$59.79
	12/01/2023	\$35.13	\$9.10	\$16.19	\$0.00	\$60.42
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2021	\$32.75	\$9.10	\$14.01	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$38.74	\$12.47	\$14.50	\$0.00	\$65.71
	12/01/2022	\$39.62	\$12.47	\$14.50	\$0.00	\$66.59
	06/01/2023	\$40.57	\$12.47	\$14.50	\$0.00	\$67.54
	12/01/2023	\$41.52	\$12.47	\$14.50	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$38.74	\$12.47	\$14.50	\$0.00	\$65.71
	12/01/2022	\$39.62	\$12.47	\$14.50	\$0.00	\$66.59
	06/01/2023	\$40.57	\$12.47	\$14.50	\$0.00	\$67.54
	12/01/2023	\$41.52	\$12.47	\$14.50	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$33.25	\$9.10	\$16.19	\$0.00	\$58.54
	12/01/2022	\$33.88	\$9.10	\$16.19	\$0.00	\$59.17
	06/01/2023	\$34.50	\$9.10	\$16.19	\$0.00	\$59.79
	12/01/2023	\$35.13	\$9.10	\$16.19	\$0.00	\$60.42
For apprentice rates see "Apprentice- LABORER"						
BATCH/CEMENT PLANT - ON SITE <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$38.21	\$12.47	\$14.50	\$0.00	\$65.18
	12/01/2022	\$39.09	\$12.47	\$14.50	\$0.00	\$66.06
	06/01/2023	\$40.04	\$12.47	\$14.50	\$0.00	\$67.01
	12/01/2023	\$40.99	\$12.47	\$14.50	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$33.75	\$9.10	\$16.19	\$0.00	\$59.04
	12/01/2022	\$34.38	\$9.10	\$16.19	\$0.00	\$59.67
	06/01/2023	\$35.00	\$9.10	\$16.19	\$0.00	\$60.29
	12/01/2023	\$35.63	\$9.10	\$16.19	\$0.00	\$60.92
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2021	\$33.25	\$9.10	\$14.01	\$0.00	\$56.36
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
2	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
3	70	\$32.27	\$7.07	\$12.59	\$0.00	\$51.93
4	75	\$34.58	\$7.07	\$13.49	\$0.00	\$55.14
5	80	\$36.88	\$7.07	\$14.38	\$0.00	\$58.33
6	85	\$39.19	\$7.07	\$15.29	\$0.00	\$61.55
7	90	\$41.49	\$7.07	\$16.18	\$0.00	\$64.74
8	95	\$43.80	\$7.07	\$17.09	\$0.00	\$67.96

Notes:

Apprentice to Journeyworker Ratio:1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)</i>	08/01/2022	\$47.56	\$11.49	\$20.37	\$0.00	\$79.42
	02/01/2023	\$48.76	\$11.49	\$20.37	\$0.00	\$80.62
	08/01/2023	\$50.81	\$11.49	\$20.37	\$0.00	\$82.67
	02/01/2024	\$52.06	\$11.49	\$20.37	\$0.00	\$83.92
	08/01/2024	\$53.31	\$11.49	\$20.37	\$0.00	\$85.17
	02/01/2025	\$54.61	\$11.49	\$20.37	\$0.00	\$86.47
	08/01/2025	\$56.76	\$11.49	\$20.37	\$0.00	\$88.62
	02/01/2026	\$58.11	\$11.49	\$20.37	\$0.00	\$89.97
	08/01/2026	\$60.31	\$11.49	\$20.37	\$0.00	\$92.17
	02/01/2027	\$61.71	\$11.49	\$20.37	\$0.00	\$93.57

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Springfield/Pittsfield

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.78	\$11.49	\$20.37	\$0.00	\$55.64
2	60	\$28.54	\$11.49	\$20.37	\$0.00	\$60.40
3	70	\$33.29	\$11.49	\$20.37	\$0.00	\$65.15
4	80	\$38.05	\$11.49	\$20.37	\$0.00	\$69.91
5	90	\$42.80	\$11.49	\$20.37	\$0.00	\$74.66

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.38	\$11.49	\$20.37	\$0.00	\$56.24
2	60	\$29.26	\$11.49	\$20.37	\$0.00	\$61.12
3	70	\$34.13	\$11.49	\$20.37	\$0.00	\$65.99
4	80	\$39.01	\$11.49	\$20.37	\$0.00	\$70.87
5	90	\$43.88	\$11.49	\$20.37	\$0.00	\$75.74

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/POWER SHOVEL/TREE SHREDDER	06/01/2022	\$38.74	\$12.47	\$14.50	\$0.00	\$65.71
/CLAM SHELL OPERATING	12/01/2022	\$39.62	\$12.47	\$14.50	\$0.00	\$66.59
ENGINEERS LOCAL 98	06/01/2023	\$40.57	\$12.47	\$14.50	\$0.00	\$67.54
	12/01/2023	\$41.52	\$12.47	\$14.50	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN	12/01/2021	\$42.33	\$9.10	\$17.72	\$0.00	\$69.15
LABORERS - FOUNDATION AND MARINE						
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
LABORERS - FOUNDATION AND MARINE						
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
LABORERS - FOUNDATION AND MARINE						
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR	06/01/2022	\$33.25	\$9.10	\$16.19	\$0.00	\$58.54
LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2022	\$33.88	\$9.10	\$16.19	\$0.00	\$59.17
	06/01/2023	\$34.50	\$9.10	\$16.19	\$0.00	\$59.79
	12/01/2023	\$35.13	\$9.10	\$16.19	\$0.00	\$60.42
For apprentice rates see "Apprentice- LABORER"						
CARPENTER	09/01/2022	\$39.82	\$7.16	\$18.15	\$0.00	\$65.13
CARPENTERS LOCAL 336 - HAMPDEN HAMPSHIRE FRANKLIN	03/01/2023	\$40.32	\$7.16	\$18.15	\$0.00	\$65.63

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - CARPENTER - Local 336 Hampden Hampshire Franklin
Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.91	\$7.16	\$1.38	\$0.00	\$28.45
2	60	\$23.89	\$7.16	\$1.38	\$0.00	\$32.43
3	70	\$27.87	\$7.16	\$13.95	\$0.00	\$48.98
4	75	\$29.87	\$7.16	\$13.95	\$0.00	\$50.98
5	80	\$31.86	\$7.16	\$15.35	\$0.00	\$54.37
6	80	\$31.86	\$7.16	\$15.35	\$0.00	\$54.37
7	90	\$35.84	\$7.16	\$16.75	\$0.00	\$59.75
8	90	\$35.84	\$7.16	\$16.75	\$0.00	\$59.75

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.16	\$7.16	\$1.38	\$0.00	\$28.70
2	60	\$24.19	\$7.16	\$1.38	\$0.00	\$32.73
3	70	\$28.22	\$7.16	\$13.95	\$0.00	\$49.33
4	75	\$30.24	\$7.16	\$13.95	\$0.00	\$51.35
5	80	\$32.26	\$7.16	\$15.35	\$0.00	\$54.77
6	80	\$32.26	\$7.16	\$15.35	\$0.00	\$54.77
7	90	\$36.29	\$7.16	\$16.75	\$0.00	\$60.20
8	90	\$36.29	\$7.16	\$16.75	\$0.00	\$60.20

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$26.70/ 3&4 \$43.29/ 5&6 \$50.73/ 7&8 \$56.17

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME	04/01/2022	\$23.66	\$7.21	\$4.80	\$0.00	\$35.67
CARPENTERS-ZONE 3 (Wood Frame)	04/01/2023	\$24.16	\$7.21	\$4.80	\$0.00	\$36.17

All Aspects of New Wood Frame Work

Apprentice - CARPENTER (Wood Frame) - Zone 3**Effective Date - 04/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.20	\$7.21	\$0.00	\$0.00	\$21.41
2	60	\$14.20	\$7.21	\$0.00	\$0.00	\$21.41
3	65	\$15.38	\$7.21	\$0.00	\$0.00	\$22.59
4	70	\$16.56	\$7.21	\$0.00	\$0.00	\$23.77
5	75	\$17.75	\$7.21	\$3.80	\$0.00	\$28.76
6	80	\$18.93	\$7.21	\$3.80	\$0.00	\$29.94
7	85	\$20.11	\$7.21	\$3.80	\$0.00	\$31.12
8	90	\$21.29	\$7.21	\$3.80	\$0.00	\$32.30

Effective Date - 04/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.50	\$7.21	\$0.00	\$0.00	\$21.71
2	60	\$14.50	\$7.21	\$0.00	\$0.00	\$21.71
3	65	\$15.70	\$7.21	\$0.00	\$0.00	\$22.91
4	70	\$16.91	\$7.21	\$0.00	\$0.00	\$24.12
5	75	\$18.12	\$7.21	\$3.80	\$0.00	\$29.13
6	80	\$19.33	\$7.21	\$3.80	\$0.00	\$30.34
7	85	\$20.54	\$7.21	\$3.80	\$0.00	\$31.55
8	90	\$21.74	\$7.21	\$3.80	\$0.00	\$32.75

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$17.86/ 3&4 \$20.22/ 5&6 \$27.57/ 7&8 \$29.94

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING

01/01/2020

\$41.94

\$12.70

\$17.64

\$0.62

\$72.90

BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)

Apprentice - CEMENT MASONRY/PLASTERING - Springfield/Pittsfield**Effective Date - 01/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.97	\$12.70	\$15.41	\$0.00	\$49.08
2	60	\$25.16	\$12.70	\$17.64	\$0.62	\$56.12
3	65	\$27.26	\$12.70	\$17.64	\$0.62	\$58.22
4	70	\$29.36	\$12.70	\$17.64	\$0.62	\$60.32
5	75	\$31.46	\$12.70	\$17.64	\$0.62	\$62.42
6	80	\$33.55	\$12.70	\$17.64	\$0.62	\$64.51
7	90	\$37.75	\$12.70	\$17.64	\$0.62	\$68.71

Notes:

Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$33.25	\$9.10	\$16.19	\$0.00	\$58.54
	12/01/2022	\$33.88	\$9.10	\$16.19	\$0.00	\$59.17
	06/01/2023	\$34.50	\$9.10	\$16.19	\$0.00	\$59.79
	12/01/2023	\$35.13	\$9.10	\$16.19	\$0.00	\$60.42
For apprentice rates see "Apprentice- LABORER"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$38.21	\$12.47	\$14.50	\$0.00	\$65.18
	12/01/2022	\$39.09	\$12.47	\$14.50	\$0.00	\$66.06
	06/01/2023	\$40.04	\$12.47	\$14.50	\$0.00	\$67.01
	12/01/2023	\$40.99	\$12.47	\$14.50	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CRANE OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$42.24	\$12.47	\$14.50	\$0.00	\$69.21
	12/01/2022	\$43.12	\$12.47	\$14.50	\$0.00	\$70.09
	06/01/2023	\$44.07	\$12.47	\$14.50	\$0.00	\$71.04
	12/01/2023	\$45.02	\$12.47	\$14.50	\$0.00	\$71.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 3</i>	07/01/2022	\$54.86	\$8.65	\$23.05	\$0.00	\$86.56
	01/01/2023	\$56.06	\$8.65	\$23.05	\$0.00	\$87.76
	07/01/2023	\$57.26	\$8.65	\$23.05	\$0.00	\$88.96
	01/01/2024	\$58.46	\$8.65	\$23.05	\$0.00	\$90.16
	07/01/2024	\$59.66	\$8.65	\$23.05	\$0.00	\$91.36
	01/01/2025	\$60.86	\$8.65	\$23.05	\$0.00	\$92.56

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.43	\$8.65	\$0.00	\$0.00	\$36.08
2	55	\$30.17	\$8.65	\$6.27	\$0.00	\$45.09
3	60	\$32.92	\$8.65	\$6.84	\$0.00	\$48.41
4	65	\$35.66	\$8.65	\$7.41	\$0.00	\$51.72
5	70	\$38.40	\$8.65	\$19.63	\$0.00	\$66.68
6	75	\$41.15	\$8.65	\$20.20	\$0.00	\$70.00
7	80	\$43.89	\$8.65	\$20.77	\$0.00	\$73.31
8	90	\$49.37	\$8.65	\$21.91	\$0.00	\$79.93

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.03	\$8.65	\$0.00	\$0.00	\$36.68
2	55	\$30.83	\$8.65	\$6.27	\$0.00	\$45.75
3	60	\$33.64	\$8.65	\$6.84	\$0.00	\$49.13
4	65	\$36.44	\$8.65	\$7.41	\$0.00	\$52.50
5	70	\$39.24	\$8.65	\$19.63	\$0.00	\$67.52
6	75	\$42.05	\$8.65	\$20.20	\$0.00	\$70.90
7	80	\$44.85	\$8.65	\$20.77	\$0.00	\$74.27
8	90	\$50.45	\$8.65	\$21.91	\$0.00	\$81.01

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN	06/01/2022	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	12/01/2023	\$45.58	\$9.10	\$17.57	\$0.00	\$72.25

For apprentice rates see "Apprentice- LABORER"

DEMO: BACKHOE/LOADER/HAMMER OPERATOR	06/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2022	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	06/01/2023	\$45.33	\$9.10	\$17.57	\$0.00	\$72.00
	12/01/2023	\$46.58	\$9.10	\$17.57	\$0.00	\$73.25

For apprentice rates see "Apprentice- LABORER"

DEMO: BURNERS	06/01/2022	\$43.08	\$9.10	\$17.57	\$0.00	\$69.75
LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2022	\$44.08	\$9.10	\$17.57	\$0.00	\$70.75
	06/01/2023	\$45.08	\$9.10	\$17.57	\$0.00	\$71.75
	12/01/2023	\$46.33	\$9.10	\$17.57	\$0.00	\$73.00

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	12/01/2022	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	06/01/2023	\$45.33	\$9.10	\$17.57	\$0.00	\$72.00
	12/01/2023	\$46.58	\$9.10	\$17.57	\$0.00	\$73.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$43.08	\$9.10	\$17.57	\$0.00	\$69.75
	12/01/2022	\$44.08	\$9.10	\$17.57	\$0.00	\$70.75
	06/01/2023	\$45.08	\$9.10	\$17.57	\$0.00	\$71.75
	12/01/2023	\$46.33	\$9.10	\$17.57	\$0.00	\$73.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
	12/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	12/01/2023	\$45.58	\$9.10	\$17.57	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) <i>DRAWBRIDGE - SEIU LOCAL 888</i>	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN (Including Core Drilling) <i>ELECTRICIANS LOCAL 7</i>	07/03/2022	\$46.41	\$12.25	\$13.69	\$0.00	\$72.35
	01/01/2023	\$47.01	\$12.50	\$13.96	\$0.00	\$73.47

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - ELECTRICIAN - Local 7

Effective Date - 07/03/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.56	\$7.35	\$0.56	\$0.00	\$26.47
2	45	\$20.88	\$7.35	\$0.63	\$0.00	\$28.86
3	50	\$23.21	\$12.25	\$7.20	\$0.00	\$42.66
4	55	\$25.53	\$12.25	\$7.27	\$0.00	\$45.05
5	65	\$30.17	\$12.25	\$9.14	\$0.00	\$51.56
6	70	\$32.49	\$12.25	\$10.37	\$0.00	\$55.11

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.80	\$7.50	\$0.56	\$0.00	\$26.86
2	45	\$21.15	\$7.50	\$0.63	\$0.00	\$29.28
3	50	\$23.51	\$12.50	\$7.26	\$0.00	\$43.27
4	55	\$25.86	\$12.50	\$7.33	\$0.00	\$45.69
5	65	\$30.56	\$12.50	\$9.27	\$0.00	\$52.33
6	70	\$32.91	\$12.50	\$10.54	\$0.00	\$55.95

Notes:

Steps 1-2 are 1000 hrs; Steps 3-6 are 1500 hrs.

Apprentice to Journeyworker Ratio:2:3****

ELEVATOR CONSTRUCTOR	01/01/2022	\$58.62	\$16.03	\$20.21	\$0.00	\$94.86
ELEVATOR CONSTRUCTORS LOCAL 41						

Apprentice - ELEVATOR CONSTRUCTOR - Local 41

Effective Date - 01/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.31	\$16.03	\$0.00	\$0.00	\$45.34
2	55	\$32.24	\$16.03	\$20.21	\$0.00	\$68.48
3	65	\$38.10	\$16.03	\$20.21	\$0.00	\$74.34
4	70	\$41.03	\$16.03	\$20.21	\$0.00	\$77.27
5	80	\$46.90	\$16.03	\$20.21	\$0.00	\$83.14

Notes:

Steps 1-2 are 6 mos.; Steps 3-5 are 1 year

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER	01/01/2022	\$41.03	\$16.03	\$20.21	\$0.00	\$77.27
ELEVATOR CONSTRUCTORS LOCAL 41						

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)	12/01/2021	\$32.75	\$9.10	\$14.01	\$0.00	\$55.86
LABORERS - ZONE 3 (HEAVY & HIGHWAY)						

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.INST/ROD-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$18.84	\$4.80	\$4.10	\$0.00	\$27.74
FIELD ENG.PARTY CHIEF:BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$21.33	\$4.80	\$4.10	\$0.00	\$30.23
FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$22.33	\$4.80	\$4.10	\$0.00	\$31.23
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 7</i>	07/03/2022	\$46.41	\$12.25	\$13.69	\$0.00	\$72.35
For apprentice rates see "Apprentice- ELECTRICIAN"	01/01/2023	\$47.01	\$12.50	\$13.96	\$0.00	\$73.47
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS</i>	07/03/2022	\$46.41	\$12.25	\$13.69	\$0.00	\$72.35
<i>LOCAL 7</i>	01/01/2023	\$47.01	\$12.50	\$13.96	\$0.00	\$73.47
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$38.21	\$12.47	\$14.50	\$0.00	\$65.18
	12/01/2022	\$39.09	\$12.47	\$14.50	\$0.00	\$66.06
	06/01/2023	\$40.04	\$12.47	\$14.50	\$0.00	\$67.01
	12/01/2023	\$40.99	\$12.47	\$14.50	\$0.00	\$67.96

Apprentice - OPERATING ENGINEERS - Local 98 Class 3

Effective Date - 06/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.93	\$12.47	\$14.50	\$0.00	\$49.90
2	70	\$26.75	\$12.47	\$14.50	\$0.00	\$53.72
3	80	\$30.57	\$12.47	\$14.50	\$0.00	\$57.54
4	90	\$34.39	\$12.47	\$14.50	\$0.00	\$61.36

Effective Date - 12/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.45	\$12.47	\$14.50	\$0.00	\$50.42
2	70	\$27.36	\$12.47	\$14.50	\$0.00	\$54.33
3	80	\$31.27	\$12.47	\$14.50	\$0.00	\$58.24
4	90	\$35.18	\$12.47	\$14.50	\$0.00	\$62.15

Notes:

Steps 1-2 are 1000 hrs.; Steps 3-4 are 2000 hrs.

Apprentice to Journeyworker Ratio:1:6

FLAGGER & SIGNALER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2021	\$24.50	\$9.10	\$14.01	\$0.00	\$47.61
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE III</i>	03/01/2022	\$39.22	\$7.16	\$18.15	\$0.00	\$64.53

Apprentice - FLOORCOVERER - Local 2168 Zone III

Effective Date - 03/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.61	\$7.16	\$1.40	\$0.00	\$28.17
2	55	\$21.57	\$7.16	\$1.40	\$0.00	\$30.13
3	60	\$23.53	\$7.16	\$13.95	\$0.00	\$44.64
4	65	\$25.49	\$7.16	\$13.95	\$0.00	\$46.60
5	70	\$27.45	\$7.16	\$15.35	\$0.00	\$49.96
6	75	\$29.42	\$7.16	\$15.35	\$0.00	\$51.93
7	80	\$31.38	\$7.16	\$16.75	\$0.00	\$55.29
8	85	\$33.34	\$7.16	\$16.75	\$0.00	\$57.25

Notes: Steps are 750 hrs.

% After 10/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)

Step 1&2 \$26.21/ 3&4 \$31.49/ 5&6 \$49.96/ 7&8 \$55.29

Apprentice to Journeyworker Ratio:1:1

FORK LIFT	06/01/2022	\$38.43	\$12.47	\$14.50	\$0.00	\$65.40
OPERATING ENGINEERS LOCAL 98	12/01/2022	\$39.31	\$12.47	\$14.50	\$0.00	\$66.28
	06/01/2023	\$40.26	\$12.47	\$14.50	\$0.00	\$67.23
	12/01/2023	\$41.21	\$12.47	\$14.50	\$0.00	\$68.18

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATORS/LIGHTING PLANTS	06/01/2022	\$34.98	\$12.47	\$14.50	\$0.00	\$61.95
OPERATING ENGINEERS LOCAL 98	12/01/2022	\$35.86	\$12.47	\$14.50	\$0.00	\$62.83
	06/01/2023	\$36.81	\$12.47	\$14.50	\$0.00	\$63.78
	12/01/2023	\$37.76	\$12.47	\$14.50	\$0.00	\$64.73

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	06/01/2020	\$39.18	\$10.80	\$10.45	\$0.00	\$60.43
GLAZIERS LOCAL 1333						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - GLAZIER - Local 1333						
Effective Date - 06/01/2020						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.59	\$10.80	\$1.80	\$0.00	\$32.19
2	56	\$22.04	\$10.80	\$1.80	\$0.00	\$34.64
3	63	\$24.49	\$10.80	\$2.45	\$0.00	\$37.74
4	69	\$26.94	\$10.80	\$2.45	\$0.00	\$40.19
5	75	\$29.39	\$10.80	\$3.15	\$0.00	\$43.34
6	81	\$31.83	\$10.80	\$3.15	\$0.00	\$45.78
7	88	\$34.28	\$10.80	\$10.45	\$0.00	\$55.53
8	94	\$36.73	\$10.80	\$10.45	\$0.00	\$57.98
Notes:						
Apprentice to Journeyworker Ratio:1:3						
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GRADER/TRENCHING MACHINE/DERRICK	06/01/2022	\$38.74	\$12.47	\$14.50	\$0.00	\$65.71
OPERATING ENGINEERS LOCAL 98	12/01/2022	\$39.62	\$12.47	\$14.50	\$0.00	\$66.59
	06/01/2023	\$40.57	\$12.47	\$14.50	\$0.00	\$67.54
	12/01/2023	\$41.52	\$12.47	\$14.50	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HVAC (DUCTWORK)	01/01/2022	\$39.29	\$10.64	\$17.33	\$2.02	\$69.28
SHEETMETAL WORKERS LOCAL 63						
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS)	07/03/2022	\$46.41	\$12.25	\$13.69	\$0.00	\$72.35
ELECTRICIANS LOCAL 7	01/01/2023	\$47.01	\$12.50	\$13.96	\$0.00	\$73.47
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR)	01/01/2022	\$39.29	\$10.64	\$17.33	\$2.02	\$69.28
SHEETMETAL WORKERS LOCAL 63						
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER)	09/17/2022	\$45.71	\$9.55	\$17.10	\$0.00	\$72.36
PLUMBERS & PIPEFITTERS LOCAL 104	03/17/2023	\$46.96	\$9.55	\$17.10	\$0.00	\$73.61
	09/17/2023	\$47.96	\$9.55	\$17.10	\$0.00	\$74.61
	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC	09/17/2022	\$45.71	\$9.55	\$17.10	\$0.00	\$72.36
PLUMBERS & PIPEFITTERS LOCAL 104	03/17/2023	\$46.96	\$9.55	\$17.10	\$0.00	\$73.61
	09/17/2023	\$47.96	\$9.55	\$17.10	\$0.00	\$74.61
	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	12/01/2021	\$33.25	\$9.10	\$14.01	\$0.00	\$56.36
LABORERS - ZONE 3 (HEAVY & HIGHWAY)						
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
INSULATOR (PIPES & TANKS)	09/01/2022	\$44.05	\$13.80	\$17.14	\$0.00	\$74.99
HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Springfield

Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.03	\$13.80	\$12.42	\$0.00	\$48.25
2	60	\$26.43	\$13.80	\$13.36	\$0.00	\$53.59
3	70	\$30.84	\$13.80	\$14.31	\$0.00	\$58.95
4	80	\$35.24	\$13.80	\$15.25	\$0.00	\$64.29

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER	09/16/2022	\$38.06	\$8.25	\$22.70	\$0.00	\$69.01
IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)	03/16/2023	\$38.91	\$8.25	\$22.70	\$0.00	\$69.86
	09/16/2023	\$39.81	\$8.25	\$22.70	\$0.00	\$70.76
	03/16/2024	\$40.66	\$8.25	\$22.70	\$0.00	\$71.61

Apprentice - IRONWORKER - Local 7 Springfield

Effective Date - 09/16/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.84	\$8.25	\$22.70	\$0.00	\$53.79
2	70	\$26.64	\$8.25	\$22.70	\$0.00	\$57.59
3	75	\$28.55	\$8.25	\$22.70	\$0.00	\$59.50
4	80	\$30.45	\$8.25	\$22.70	\$0.00	\$61.40
5	85	\$32.35	\$8.25	\$22.70	\$0.00	\$63.30
6	90	\$34.25	\$8.25	\$22.70	\$0.00	\$65.20

Notes:

Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:

JACKHAMMER & PAVING BREAKER OPERATOR	06/01/2022	\$33.25	\$9.10	\$16.19	\$0.00	\$58.54
LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2022	\$33.88	\$9.10	\$16.19	\$0.00	\$59.17
	06/01/2023	\$34.50	\$9.10	\$16.19	\$0.00	\$59.79
	12/01/2023	\$35.13	\$9.10	\$16.19	\$0.00	\$60.42

For apprentice rates see "Apprentice- LABORER"

LABORER	06/01/2022	\$33.00	\$9.10	\$16.19	\$0.00	\$58.29
LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2022	\$33.63	\$9.10	\$16.19	\$0.00	\$58.92
	06/01/2023	\$34.25	\$9.10	\$16.19	\$0.00	\$59.54
	12/01/2023	\$34.88	\$9.10	\$16.19	\$0.00	\$60.17

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - LABORER - Zone 3 Building & Site						
Effective Date - 06/01/2022						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.80	\$9.10	\$16.19	\$0.00	\$45.09
2	70	\$23.10	\$9.10	\$16.19	\$0.00	\$48.39
3	80	\$26.40	\$9.10	\$16.19	\$0.00	\$51.69
4	90	\$29.70	\$9.10	\$16.19	\$0.00	\$54.99
Effective Date - 12/01/2022						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.18	\$9.10	\$16.19	\$0.00	\$45.47
2	70	\$23.54	\$9.10	\$16.19	\$0.00	\$48.83
3	80	\$26.90	\$9.10	\$16.19	\$0.00	\$52.19
4	90	\$30.27	\$9.10	\$16.19	\$0.00	\$55.56
Notes:						
Apprentice to Journeyworker Ratio:1:5						
LABORER (HEAVY & HIGHWAY)	12/01/2021	\$32.58	\$9.10	\$13.93	\$0.00	\$55.61
LABORERS - ZONE 3 (HEAVY & HIGHWAY)						

Apprentice - LABORER (Heavy & Highway) - Zone 3						
Effective Date - 12/01/2021						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.55	\$9.10	\$13.93	\$0.00	\$42.58
2	70	\$22.81	\$9.10	\$13.93	\$0.00	\$45.84
3	80	\$26.06	\$9.10	\$13.93	\$0.00	\$49.09
4	90	\$29.32	\$9.10	\$13.93	\$0.00	\$52.35
Notes:						
Apprentice to Journeyworker Ratio:1:5						
LABORER: CARPENTER TENDER	06/01/2022	\$33.00	\$9.10	\$16.19	\$0.00	\$58.29
LABORERS - ZONE 3 (BUILDING & SITE)						
	12/01/2022	\$33.63	\$9.10	\$16.19	\$0.00	\$58.92
	06/01/2023	\$34.25	\$9.10	\$16.19	\$0.00	\$59.54
	12/01/2023	\$34.88	\$9.10	\$16.19	\$0.00	\$60.17
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER	06/01/2022	\$33.00	\$9.10	\$16.19	\$0.00	\$58.29
LABORERS - ZONE 3 (BUILDING & SITE)						
	12/01/2022	\$33.63	\$9.10	\$16.19	\$0.00	\$58.92
	06/01/2023	\$34.25	\$9.10	\$16.19	\$0.00	\$59.54
	12/01/2023	\$34.88	\$9.10	\$16.19	\$0.00	\$60.17
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$32.85	\$9.10	\$16.44	\$0.00	\$58.39
	12/01/2022	\$33.48	\$9.10	\$16.44	\$0.00	\$59.02
	06/01/2023	\$34.10	\$9.10	\$16.44	\$0.00	\$59.64
	12/01/2023	\$34.73	\$9.10	\$16.44	\$0.00	\$60.27
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$34.00	\$9.10	\$16.19	\$0.00	\$59.29
	12/01/2022	\$34.63	\$9.10	\$16.19	\$0.00	\$59.92
	06/01/2023	\$35.25	\$9.10	\$16.19	\$0.00	\$60.54
	12/01/2023	\$35.88	\$9.10	\$16.19	\$0.00	\$61.17
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2021	\$32.75	\$9.10	\$14.01	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$33.00	\$9.10	\$16.19	\$0.00	\$58.29
	12/01/2022	\$33.63	\$9.10	\$16.19	\$0.00	\$58.92
	06/01/2023	\$34.25	\$9.10	\$16.19	\$0.00	\$59.54
	12/01/2023	\$34.88	\$9.10	\$16.19	\$0.00	\$60.17
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$33.00	\$9.10	\$16.19	\$0.00	\$58.29
	12/01/2022	\$33.63	\$9.10	\$16.19	\$0.00	\$58.92
	06/01/2023	\$34.25	\$9.10	\$16.19	\$0.00	\$59.54
	12/01/2023	\$34.88	\$9.10	\$16.19	\$0.00	\$60.17
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$33.25	\$9.10	\$16.19	\$0.00	\$58.54
	12/01/2022	\$33.88	\$9.10	\$16.19	\$0.00	\$59.17
	06/01/2023	\$34.50	\$9.10	\$16.19	\$0.00	\$59.79
	12/01/2023	\$35.13	\$9.10	\$16.19	\$0.00	\$60.42
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2021	\$32.75	\$9.10	\$14.01	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE</i>	08/01/2022	\$38.77	\$11.49	\$19.53	\$0.00	\$69.79
	02/01/2023	\$39.73	\$11.49	\$19.53	\$0.00	\$70.75
	08/01/2023	\$41.37	\$11.49	\$19.53	\$0.00	\$72.39
	02/01/2024	\$42.37	\$11.49	\$19.53	\$0.00	\$73.39
	08/01/2024	\$44.05	\$11.49	\$19.53	\$0.00	\$75.07
	02/01/2025	\$45.90	\$11.49	\$19.53	\$0.00	\$76.92
	08/01/2025	\$46.81	\$11.49	\$19.53	\$0.00	\$77.83
	02/01/2026	\$47.89	\$11.49	\$19.53	\$0.00	\$78.91
	08/01/2026	\$49.65	\$11.49	\$19.53	\$0.00	\$80.67
	02/01/2027	\$50.77	\$11.49	\$19.53	\$0.00	\$81.79

Apprentice - MARBLE-TILE FINISHER-Local 3 Marble/Tile (Spr/Pitt)

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.39	\$11.49	\$19.53	\$0.00	\$50.41
2	60	\$23.26	\$11.49	\$19.53	\$0.00	\$54.28
3	70	\$27.14	\$11.49	\$19.53	\$0.00	\$58.16
4	80	\$31.02	\$11.49	\$19.53	\$0.00	\$62.04
5	90	\$34.89	\$11.49	\$19.53	\$0.00	\$65.91

Notes:

Apprentice to Journeyworker Ratio:1:5

MARBLE MASON/TILE LAYER(SP/PT)SeeBrick

BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE

See "BRICK/STONE/ARTIFICIAL MASONRY(INCL.MASONRY WATERPROOFING)

MECH. SWEEPER OPERATOR (ON CONST. SITES)

OPERATING ENGINEERS LOCAL 98

06/01/2022	\$38.74	\$12.47	\$14.50	\$0.00	\$65.71
12/01/2022	\$39.62	\$12.47	\$14.50	\$0.00	\$66.59
06/01/2023	\$40.57	\$12.47	\$14.50	\$0.00	\$67.54
12/01/2023	\$41.52	\$12.47	\$14.50	\$0.00	\$68.49

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANIC/WELDER/BOOM TRUCK

OPERATING ENGINEERS LOCAL 98

06/01/2022	\$38.21	\$12.47	\$14.50	\$0.00	\$65.18
12/01/2022	\$39.09	\$12.47	\$14.50	\$0.00	\$66.06
06/01/2023	\$40.04	\$12.47	\$14.50	\$0.00	\$67.01
12/01/2023	\$40.99	\$12.47	\$14.50	\$0.00	\$67.96

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 3)

MILLWRIGHTS LOCAL 1121 - Zone 3

01/03/2022	\$38.91	\$8.58	\$21.57	\$0.00	\$69.06
01/02/2023	\$40.16	\$8.58	\$21.57	\$0.00	\$70.31

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - MILLWRIGHT - Local 1121 Zone 3						
Effective Date - 01/03/2022						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$21.40	\$8.58	\$5.72	\$0.00	\$35.70
2	65	\$25.29	\$8.58	\$17.93	\$0.00	\$51.80
3	75	\$29.18	\$8.58	\$18.98	\$0.00	\$56.74
4	85	\$33.07	\$8.58	\$20.01	\$0.00	\$61.66
Effective Date - 01/02/2023						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$22.09	\$8.58	\$5.72	\$0.00	\$36.39
2	65	\$26.10	\$8.58	\$17.93	\$0.00	\$52.61
3	75	\$30.12	\$8.58	\$18.98	\$0.00	\$57.68
4	85	\$34.14	\$8.58	\$20.01	\$0.00	\$62.73
<div>Notes: Step 1&2 Appr. indentured after 1/6/2020 receive no pension, but do receive annuity. (Step 1 \$5.72, Step 2 \$6.66) Steps are 2,000 hours</div>						
Apprentice to Journeyworker Ratio:1:4						
MORTAR MIXER	06/01/2022	\$33.25	\$9.10	\$16.19	\$0.00	\$58.54
LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2022	\$33.88	\$9.10	\$16.19	\$0.00	\$59.17
	06/01/2023	\$34.50	\$9.10	\$16.19	\$0.00	\$59.79
	12/01/2023	\$35.13	\$9.10	\$16.19	\$0.00	\$60.42
For apprentice rates see "Apprentice- LABORER"						
OILER	06/01/2022	\$33.90	\$12.47	\$14.50	\$0.00	\$60.87
OPERATING ENGINEERS LOCAL 98	12/01/2022	\$34.78	\$12.47	\$14.50	\$0.00	\$61.75
	06/01/2023	\$35.73	\$12.47	\$14.50	\$0.00	\$62.70
	12/01/2023	\$36.68	\$12.47	\$14.50	\$0.00	\$63.65
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS VI	06/01/2022	\$31.92	\$12.47	\$14.50	\$0.00	\$58.89
OPERATING ENGINEERS LOCAL 98	12/01/2022	\$32.80	\$12.47	\$14.50	\$0.00	\$59.77
	06/01/2023	\$33.75	\$12.47	\$14.50	\$0.00	\$60.72
	12/01/2023	\$34.70	\$12.47	\$14.50	\$0.00	\$61.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS)	07/01/2022	\$54.86	\$8.65	\$23.05	\$0.00	\$86.56
PAINTERS LOCAL 35 - ZONE 3	01/01/2023	\$56.06	\$8.65	\$23.05	\$0.00	\$87.76
	07/01/2023	\$57.26	\$8.65	\$23.05	\$0.00	\$88.96
	01/01/2024	\$58.46	\$8.65	\$23.05	\$0.00	\$90.16
	07/01/2024	\$59.66	\$8.65	\$23.05	\$0.00	\$91.36
	01/01/2025	\$60.86	\$8.65	\$23.05	\$0.00	\$92.56

Apprentice - PAINTER Local 35 - BRIDGES/TANKS**Effective Date - 07/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.43	\$8.65	\$0.00	\$0.00	\$36.08
2	55	\$30.17	\$8.65	\$6.27	\$0.00	\$45.09
3	60	\$32.92	\$8.65	\$6.84	\$0.00	\$48.41
4	65	\$35.66	\$8.65	\$7.41	\$0.00	\$51.72
5	70	\$38.40	\$8.65	\$19.63	\$0.00	\$66.68
6	75	\$41.15	\$8.65	\$20.20	\$0.00	\$70.00
7	80	\$43.89	\$8.65	\$20.77	\$0.00	\$73.31
8	90	\$49.37	\$8.65	\$21.91	\$0.00	\$79.93

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.03	\$8.65	\$0.00	\$0.00	\$36.68
2	55	\$30.83	\$8.65	\$6.27	\$0.00	\$45.75
3	60	\$33.64	\$8.65	\$6.84	\$0.00	\$49.13
4	65	\$36.44	\$8.65	\$7.41	\$0.00	\$52.50
5	70	\$39.24	\$8.65	\$19.63	\$0.00	\$67.52
6	75	\$42.05	\$8.65	\$20.20	\$0.00	\$70.90
7	80	\$44.85	\$8.65	\$20.77	\$0.00	\$74.27
8	90	\$50.45	\$8.65	\$21.91	\$0.00	\$81.01

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *

* If 30% or more of surfaces to be painted are new construction,
NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3

07/01/2022	\$37.83	\$8.65	\$19.15	\$0.00	\$65.63
01/01/2023	\$38.93	\$8.65	\$19.15	\$0.00	\$66.73
07/01/2023	\$39.98	\$8.65	\$19.15	\$0.00	\$67.78
01/01/2024	\$41.08	\$8.65	\$19.15	\$0.00	\$68.88
07/01/2024	\$42.13	\$8.65	\$19.15	\$0.00	\$69.93
01/01/2025	\$43.23	\$8.65	\$19.15	\$0.00	\$71.03

Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - New**Effective Date - 07/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.92	\$8.65	\$0.00	\$0.00	\$27.57
2	55	\$20.81	\$8.65	\$4.13	\$0.00	\$33.59
3	60	\$22.70	\$8.65	\$4.50	\$0.00	\$35.85
4	65	\$24.59	\$8.65	\$4.88	\$0.00	\$38.12
5	70	\$26.48	\$8.65	\$16.90	\$0.00	\$52.03
6	75	\$28.37	\$8.65	\$17.28	\$0.00	\$54.30
7	80	\$30.26	\$8.65	\$17.65	\$0.00	\$56.56
8	90	\$34.05	\$8.65	\$18.40	\$0.00	\$61.10

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.47	\$8.65	\$0.00	\$0.00	\$28.12
2	55	\$21.41	\$8.65	\$4.13	\$0.00	\$34.19
3	60	\$23.36	\$8.65	\$4.50	\$0.00	\$36.51
4	65	\$25.30	\$8.65	\$4.88	\$0.00	\$38.83
5	70	\$27.25	\$8.65	\$16.90	\$0.00	\$52.80
6	75	\$29.20	\$8.65	\$17.28	\$0.00	\$55.13
7	80	\$31.14	\$8.65	\$17.65	\$0.00	\$57.44
8	90	\$35.04	\$8.65	\$18.40	\$0.00	\$62.09

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	07/01/2022	\$35.15	\$8.65	\$19.15	\$0.00	\$62.95
PAINTERS LOCAL 35 - ZONE 3	01/01/2023	\$36.25	\$8.65	\$19.15	\$0.00	\$64.05
	07/01/2023	\$37.30	\$8.65	\$19.15	\$0.00	\$65.10
	01/01/2024	\$38.40	\$8.65	\$19.15	\$0.00	\$66.20
	07/01/2024	\$39.45	\$8.65	\$19.15	\$0.00	\$67.25
	01/01/2025	\$40.55	\$8.65	\$19.15	\$0.00	\$68.35

Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - Repaint**Effective Date - 07/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.58	\$8.65	\$0.00	\$0.00	\$26.23
2	55	\$19.33	\$8.65	\$4.13	\$0.00	\$32.11
3	60	\$21.09	\$8.65	\$4.50	\$0.00	\$34.24
4	65	\$22.85	\$8.65	\$4.88	\$0.00	\$36.38
5	70	\$24.61	\$8.65	\$16.90	\$0.00	\$50.16
6	75	\$26.36	\$8.65	\$17.28	\$0.00	\$52.29
7	80	\$28.12	\$8.65	\$17.65	\$0.00	\$54.42
8	90	\$31.64	\$8.65	\$1,171.75	\$0.00	\$1,212.04

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.13	\$8.65	\$0.00	\$0.00	\$26.78
2	55	\$19.94	\$8.65	\$4.13	\$0.00	\$32.72
3	60	\$21.75	\$8.65	\$4.50	\$0.00	\$34.90
4	65	\$23.56	\$8.65	\$4.88	\$0.00	\$37.09
5	70	\$25.38	\$8.65	\$16.90	\$0.00	\$50.93
6	75	\$27.19	\$8.65	\$17.28	\$0.00	\$53.12
7	80	\$29.00	\$8.65	\$17.65	\$0.00	\$55.30
8	90	\$32.63	\$8.65	\$18.40	\$0.00	\$59.68

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *

* If 30% or more of surfaces to be painted are new construction,
NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3

07/01/2022	\$36.43	\$8.65	\$19.15	\$0.00	\$64.23
01/01/2023	\$37.53	\$8.65	\$19.15	\$0.00	\$65.33
07/01/2023	\$38.58	\$8.65	\$19.15	\$0.00	\$66.38
01/01/2024	\$39.68	\$8.65	\$19.15	\$0.00	\$67.48
07/01/2024	\$40.73	\$8.65	\$19.15	\$0.00	\$68.53
01/01/2025	\$41.83	\$8.65	\$19.15	\$0.00	\$69.63

Apprentice - PAINTER - Local 35 Zone 3 - BRUSH NEW**Effective Date - 07/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.22	\$8.65	\$0.00	\$0.00	\$26.87
2	55	\$20.04	\$8.65	\$4.13	\$0.00	\$32.82
3	60	\$21.86	\$8.65	\$4.50	\$0.00	\$35.01
4	65	\$23.68	\$8.65	\$4.88	\$0.00	\$37.21
5	70	\$25.50	\$8.65	\$16.90	\$0.00	\$51.05
6	75	\$27.32	\$8.65	\$17.28	\$0.00	\$53.25
7	80	\$29.14	\$8.65	\$17.65	\$0.00	\$55.44
8	90	\$32.79	\$8.65	\$18.40	\$0.00	\$59.84

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.77	\$8.65	\$0.00	\$0.00	\$27.42
2	55	\$20.64	\$8.65	\$4.13	\$0.00	\$33.42
3	60	\$22.52	\$8.65	\$4.50	\$0.00	\$35.67
4	65	\$24.39	\$8.65	\$4.88	\$0.00	\$37.92
5	70	\$26.27	\$8.65	\$16.90	\$0.00	\$51.82
6	75	\$28.15	\$8.65	\$17.28	\$0.00	\$54.08
7	80	\$30.02	\$8.65	\$17.65	\$0.00	\$56.32
8	90	\$33.78	\$8.65	\$18.40	\$0.00	\$60.83

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)

PAINTERS LOCAL 35 - ZONE 3

07/01/2022	\$33.75	\$8.65	\$19.15	\$0.00	\$61.55
01/01/2023	\$34.85	\$8.65	\$19.15	\$0.00	\$62.65
07/01/2023	\$35.90	\$8.65	\$19.15	\$0.00	\$63.70
01/01/2024	\$37.00	\$8.65	\$19.15	\$0.00	\$64.80
07/01/2024	\$38.05	\$8.65	\$19.15	\$0.00	\$65.85
01/01/2025	\$39.15	\$8.65	\$19.15	\$0.00	\$66.95

Apprentice - PAINTER Local 35 Zone 3 - BRUSH REPAINT

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.88	\$8.65	\$0.00	\$0.00	\$25.53
2	55	\$18.56	\$8.65	\$4.13	\$0.00	\$31.34
3	60	\$20.25	\$8.65	\$4.50	\$0.00	\$33.40
4	65	\$21.94	\$8.65	\$4.88	\$0.00	\$35.47
5	70	\$23.63	\$8.65	\$16.90	\$0.00	\$49.18
6	75	\$25.31	\$8.65	\$17.28	\$0.00	\$51.24
7	80	\$27.00	\$8.65	\$17.65	\$0.00	\$53.30
8	90	\$30.38	\$8.65	\$18.40	\$0.00	\$57.43

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.43	\$8.65	\$0.00	\$0.00	\$26.08
2	55	\$19.17	\$8.65	\$4.13	\$0.00	\$31.95
3	60	\$20.91	\$8.65	\$4.50	\$0.00	\$34.06
4	65	\$22.65	\$8.65	\$4.88	\$0.00	\$36.18
5	70	\$24.40	\$8.65	\$16.90	\$0.00	\$49.95
6	75	\$26.14	\$8.65	\$17.28	\$0.00	\$52.07
7	80	\$27.88	\$8.65	\$17.65	\$0.00	\$54.18
8	90	\$31.37	\$8.65	\$18.40	\$0.00	\$58.42

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2021	\$32.50	\$9.10	\$14.01	\$0.00	\$55.61
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$35.78	\$13.41	\$16.01	\$0.00	\$65.20
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2020	\$43.53	\$9.40	\$23.12	\$0.00	\$76.05
For apprentice rates see "Apprentice- PILE DRIVER"						
PILE DRIVER PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2020	\$43.53	\$9.40	\$23.12	\$0.00	\$76.05

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - PILE DRIVER - Local 56 Zone 3						
Effective Date - 08/01/2020						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<div>Notes: Apprentice wages shall be no less than the following Steps; (Same as set in Zone 1) 1\$57.06/2\$61.96/3\$66.87/4\$69.32/5\$71.78/6\$71.78/7\$76.68/8\$76.68</div>						
Apprentice to Journeyworker Ratio:1:5						
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PIPELAYER		06/01/2022	\$33.25	\$9.10	\$16.19	\$58.54
LABORERS - ZONE 3 (BUILDING & SITE)		12/01/2022	\$33.88	\$9.10	\$16.19	\$59.17
		06/01/2023	\$34.50	\$9.10	\$16.19	\$59.79
		12/01/2023	\$35.13	\$9.10	\$16.19	\$60.42
For apprentice rates see "Apprentice- LABORER"						
<hr/>						
PIPELAYER (HEAVY & HIGHWAY)		12/01/2021	\$32.75	\$9.10	\$14.01	\$55.86
LABORERS - ZONE 3 (HEAVY & HIGHWAY)						
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
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PLUMBER & PIPEFITTER		09/17/2022	\$45.71	\$9.55	\$17.10	\$72.36
PLUMBERS & PIPEFITTERS LOCAL 104		03/17/2023	\$46.96	\$9.55	\$17.10	\$73.61
		09/17/2023	\$47.96	\$9.55	\$17.10	\$74.61
		03/17/2024	\$49.21	\$9.55	\$17.10	\$75.86

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - PLUMBER/PIPEFITTER - Local 104**Effective Date - 09/17/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$20.57	\$9.55	\$10.10	\$0.00	\$40.22
2	50	\$22.86	\$9.55	\$10.10	\$0.00	\$42.51
3	55	\$25.14	\$9.55	\$10.10	\$0.00	\$44.79
4	60	\$27.43	\$9.55	\$10.10	\$0.00	\$47.08
5	65	\$29.71	\$9.55	\$10.10	\$0.00	\$49.36
6	70	\$32.00	\$9.55	\$10.10	\$0.00	\$51.65
7	75	\$34.28	\$9.55	\$10.10	\$0.00	\$53.93
8	80	\$36.57	\$9.55	\$10.10	\$0.00	\$56.22
9	80	\$36.57	\$9.55	\$17.10	\$0.00	\$63.22
10	80	\$36.57	\$9.55	\$17.10	\$0.00	\$63.22

Effective Date - 03/17/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$21.13	\$9.55	\$10.10	\$0.00	\$40.78
2	50	\$23.48	\$9.55	\$10.10	\$0.00	\$43.13
3	55	\$25.83	\$9.55	\$10.10	\$0.00	\$45.48
4	60	\$28.18	\$9.55	\$10.10	\$0.00	\$47.83
5	65	\$30.52	\$9.55	\$10.10	\$0.00	\$50.17
6	70	\$32.87	\$9.55	\$10.10	\$0.00	\$52.52
7	75	\$35.22	\$9.55	\$10.10	\$0.00	\$54.87
8	80	\$37.57	\$9.55	\$10.10	\$0.00	\$57.22
9	80	\$37.57	\$9.55	\$17.10	\$0.00	\$64.22
10	80	\$37.57	\$9.55	\$17.10	\$0.00	\$64.22

Notes: **1:1,2:5,3:9,4:12**Apprentice to Journeyworker Ratio:****

PNEUMATIC CONTROLS (TEMP.)	09/17/2022	\$45.71	\$9.55	\$17.10	\$0.00	\$72.36
PLUMBERS & PIPEFITTERS LOCAL 104	03/17/2023	\$46.96	\$9.55	\$17.10	\$0.00	\$73.61
	09/17/2023	\$47.96	\$9.55	\$17.10	\$0.00	\$74.61
	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86

For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)	12/01/2021	\$32.75	\$9.10	\$14.01	\$0.00	\$55.86
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LABORERS - ZONE 3 (HEAVY & HIGHWAY)

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

POWDERMAN & BLASTER	06/01/2022	\$34.00	\$9.10	\$16.19	\$0.00	\$59.29
LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2022	\$34.63	\$9.10	\$16.19	\$0.00	\$59.92
	06/01/2023	\$35.25	\$9.10	\$16.19	\$0.00	\$60.54
	12/01/2023	\$35.88	\$9.10	\$16.19	\$0.00	\$61.17

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2021	\$33.50	\$9.10	\$14.01	\$0.00	\$56.61
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$38.74	\$12.47	\$14.50	\$0.00	\$65.71
	12/01/2022	\$39.62	\$12.47	\$14.50	\$0.00	\$66.59
	06/01/2023	\$40.57	\$12.47	\$14.50	\$0.00	\$67.54
	12/01/2023	\$41.52	\$12.47	\$14.50	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$38.21	\$12.47	\$14.50	\$0.00	\$65.18
	12/01/2022	\$39.09	\$12.47	\$14.50	\$0.00	\$66.06
	06/01/2023	\$40.04	\$12.47	\$14.50	\$0.00	\$67.01
	12/01/2023	\$40.99	\$12.47	\$14.50	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS 404 - Construction Service (Northampton)</i>	05/01/2020	\$22.44	\$11.07	\$6.50	\$0.00	\$40.01
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2022	\$33.25	\$9.10	\$16.19	\$0.00	\$58.54
	12/01/2022	\$33.88	\$9.10	\$16.19	\$0.00	\$59.17
	06/01/2023	\$34.50	\$9.10	\$16.19	\$0.00	\$59.79
	12/01/2023	\$35.13	\$9.10	\$16.19	\$0.00	\$60.42
For apprentice rates see "Apprentice- LABORER"						
ROLLER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$37.60	\$12.47	\$14.50	\$0.00	\$64.57
	12/01/2022	\$38.48	\$12.47	\$14.50	\$0.00	\$65.45
	06/01/2023	\$39.43	\$12.47	\$14.50	\$0.00	\$66.40
	12/01/2023	\$40.38	\$12.47	\$14.50	\$0.00	\$67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Coal tar pitch) <i>ROOFERS LOCAL 248</i>	07/01/2022	\$38.16	\$10.35	\$17.25	\$0.00	\$65.76
	07/01/2023	\$38.66	\$10.35	\$18.75	\$0.00	\$67.76
For apprentice rates see "Apprentice- ROOFER"						
ROOFER (Inc.Roofing Waterproofing &Roofing Dampproofing) <i>ROOFERS LOCAL 248</i>	07/01/2022	\$37.66	\$10.35	\$16.75	\$0.00	\$64.76
	07/01/2023	\$39.16	\$10.35	\$18.25	\$0.00	\$67.76

Apprentice - ROOFER - Local 248

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.60	\$10.35	\$0.00	\$0.00	\$32.95
2	65	\$24.48	\$10.35	\$16.75	\$0.00	\$51.58
3	70	\$26.36	\$10.35	\$16.75	\$0.00	\$53.46
4	75	\$28.25	\$10.35	\$16.75	\$0.00	\$55.35
5	80	\$30.13	\$10.35	\$16.75	\$0.00	\$57.23
6	85	\$32.01	\$10.35	\$16.75	\$0.00	\$59.11
7	90	\$33.89	\$10.35	\$16.75	\$0.00	\$60.99
8	95	\$35.78	\$10.35	\$16.75	\$0.00	\$62.88

Effective Date - 07/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.50	\$10.35	\$0.00	\$0.00	\$33.85
2	65	\$25.45	\$10.35	\$18.25	\$0.00	\$54.05
3	70	\$27.41	\$10.35	\$18.25	\$0.00	\$56.01
4	75	\$29.37	\$10.35	\$18.25	\$0.00	\$57.97
5	80	\$31.33	\$10.35	\$18.25	\$0.00	\$59.93
6	85	\$33.29	\$10.35	\$18.25	\$0.00	\$61.89
7	90	\$35.24	\$10.35	\$18.25	\$0.00	\$63.84
8	95	\$37.20	\$10.35	\$18.25	\$0.00	\$65.80

Notes:

Steps are 750 hrs.Roofer(Tear Off)1:1; Same as above

Apprentice to Journeyworker Ratio:1:3

ROOFER SLATE / TILE / PRECAST CONCRETE	07/01/2022	\$38.16	\$10.35	\$17.25	\$0.00	\$65.76
ROOFERS LOCAL 248	07/01/2023	\$38.66	\$10.35	\$18.75	\$0.00	\$67.76
For apprentice rates see "Apprentice- ROOFER"						
SCRAPER	06/01/2022	\$38.21	\$12.47	\$14.50	\$0.00	\$65.18
OPERATING ENGINEERS LOCAL 98	12/01/2022	\$39.09	\$12.47	\$14.50	\$0.00	\$66.06
	06/01/2023	\$40.04	\$12.47	\$14.50	\$0.00	\$67.01
	12/01/2023	\$40.99	\$12.47	\$14.50	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-POWERED ROLLERS AND COMPACTORS	06/01/2022	\$37.60	\$12.47	\$14.50	\$0.00	\$64.57
(TAMPERS)	12/01/2022	\$38.48	\$12.47	\$14.50	\$0.00	\$65.45
OPERATING ENGINEERS LOCAL 98	06/01/2023	\$39.43	\$12.47	\$14.50	\$0.00	\$66.40
	12/01/2023	\$40.38	\$12.47	\$14.50	\$0.00	\$67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-PROPELLED POWER BROOM	06/01/2022	\$34.98	\$12.47	\$14.50	\$0.00	\$61.95
OPERATING ENGINEERS LOCAL 98	12/01/2022	\$35.86	\$12.47	\$14.50	\$0.00	\$62.83
	06/01/2023	\$36.81	\$12.47	\$14.50	\$0.00	\$63.78
	12/01/2023	\$37.76	\$12.47	\$14.50	\$0.00	\$64.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2022	\$39.29	\$10.64	\$17.33	\$2.02	\$69.28

Apprentice - SHEET METAL WORKER - Local 63

Effective Date - 01/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$17.68	\$4.79	\$4.67	\$0.81	\$27.95
2	50	\$19.65	\$5.32	\$5.19	\$0.90	\$31.06
3	55	\$21.61	\$5.85	\$9.33	\$1.10	\$37.89
4	60	\$23.57	\$6.38	\$9.33	\$1.18	\$40.46
5	65	\$25.54	\$6.92	\$9.33	\$1.25	\$43.04
6	70	\$27.50	\$7.45	\$9.33	\$1.33	\$45.61
7	75	\$29.47	\$7.98	\$9.33	\$1.40	\$48.18
8	80	\$31.43	\$8.51	\$16.29	\$1.69	\$57.92
9	85	\$33.40	\$9.04	\$16.29	\$1.76	\$60.49
10	90	\$35.36	\$9.58	\$16.29	\$1.84	\$63.07

Notes:

Apprentice to Journeyworker Ratio:1:3

SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 669</i>	04/01/2021	\$43.14	\$10.55	\$16.41	\$0.00	\$70.10

Apprentice - SPRINKLER FITTER - Local 669

Effective Date - 04/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$19.41	\$7.75	\$0.00	\$0.00	\$27.16
2	50	\$21.57	\$7.75	\$0.00	\$0.00	\$29.32
3	55	\$23.73	\$10.55	\$8.15	\$0.00	\$42.43
4	60	\$25.88	\$10.55	\$8.15	\$0.00	\$44.58
5	65	\$28.04	\$10.55	\$8.40	\$0.00	\$46.99
6	70	\$30.20	\$10.55	\$8.40	\$0.00	\$49.15
7	75	\$32.36	\$10.55	\$8.40	\$0.00	\$51.31
8	80	\$34.51	\$10.55	\$8.40	\$0.00	\$53.46
9	85	\$36.67	\$10.55	\$8.40	\$0.00	\$55.62
10	90	\$38.83	\$10.55	\$8.40	\$0.00	\$57.78

Notes:

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TELECOMMUNICATION TECHNICIAN	07/03/2022	\$46.41	\$12.25	\$13.69	\$0.00	\$72.35
ELECTRICIANS LOCAL 7	01/01/2023	\$47.01	\$12.50	\$13.96	\$0.00	\$73.47

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 7

Effective Date - 07/03/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.56	\$7.35	\$0.56	\$0.00	\$26.47
2	45	\$20.88	\$7.35	\$0.63	\$0.00	\$28.86
3	50	\$23.21	\$12.25	\$7.20	\$0.00	\$42.66
4	55	\$25.53	\$12.25	\$7.27	\$0.00	\$45.05
5	65	\$30.17	\$12.25	\$9.14	\$0.00	\$51.56
6	70	\$32.49	\$12.25	\$10.37	\$0.00	\$55.11

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.80	\$7.35	\$0.56	\$0.00	\$26.71
2	45	\$21.15	\$7.35	\$0.63	\$0.00	\$29.13
3	50	\$23.51	\$12.25	\$7.20	\$0.00	\$42.96
4	55	\$25.86	\$12.25	\$7.27	\$0.00	\$45.38
5	65	\$30.56	\$12.25	\$9.14	\$0.00	\$51.95
6	70	\$32.91	\$12.25	\$10.37	\$0.00	\$55.53

Notes:

Steps are 800 hours

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS	08/01/2022	\$58.09	\$11.49	\$22.34	\$0.00	\$91.92
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	02/01/2023	\$59.29	\$11.49	\$22.34	\$0.00	\$93.12
	08/01/2023	\$61.34	\$11.49	\$22.34	\$0.00	\$95.17
	02/01/2024	\$62.59	\$11.49	\$22.34	\$0.00	\$96.42
	08/01/2024	\$64.69	\$11.49	\$22.34	\$0.00	\$98.52
	02/01/2025	\$65.99	\$11.49	\$22.34	\$0.00	\$99.82
	08/01/2025	\$68.14	\$11.49	\$22.34	\$0.00	\$101.97
	02/10/2026	\$69.49	\$11.49	\$22.34	\$0.00	\$103.32
	08/01/2026	\$71.69	\$11.49	\$22.34	\$0.00	\$105.52
	02/01/2027	\$73.09	\$11.49	\$22.34	\$0.00	\$106.92

Apprentice - TERRAZZO FINISHER-Local 3 Marble/Tile (Spr/Ptt)**Effective Date - 08/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.05	\$11.49	\$22.34	\$0.00	\$62.88
2	60	\$34.85	\$11.49	\$22.34	\$0.00	\$68.68
3	70	\$40.66	\$11.49	\$22.34	\$0.00	\$74.49
4	80	\$46.47	\$11.49	\$22.34	\$0.00	\$80.30
5	90	\$52.28	\$11.49	\$22.34	\$0.00	\$86.11

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.65	\$11.49	\$22.34	\$0.00	\$63.48
2	60	\$35.57	\$11.49	\$22.34	\$0.00	\$69.40
3	70	\$41.50	\$11.49	\$22.34	\$0.00	\$75.33
4	80	\$47.43	\$11.49	\$22.34	\$0.00	\$81.26
5	90	\$53.36	\$11.49	\$22.34	\$0.00	\$87.19

Notes:**Apprentice to Journeyworker Ratio:1:5****TERRAZZO MECHANIC***BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE*

08/01/2022	\$59.17	\$11.49	\$22.31	\$0.00	\$92.97
02/01/2023	\$60.37	\$11.49	\$22.31	\$0.00	\$94.17
08/01/2023	\$62.42	\$11.49	\$22.31	\$0.00	\$96.22
02/01/2024	\$63.67	\$11.49	\$22.31	\$0.00	\$97.47
08/01/2024	\$65.77	\$11.49	\$22.31	\$0.00	\$99.57
02/01/2025	\$67.07	\$11.49	\$22.31	\$0.00	\$100.87
08/01/2025	\$69.22	\$11.49	\$22.31	\$0.00	\$103.02
02/01/2026	\$70.57	\$11.49	\$22.31	\$0.00	\$104.37
08/01/2026	\$72.77	\$11.49	\$22.31	\$0.00	\$106.57
02/01/2027	\$74.17	\$11.49	\$22.31	\$0.00	\$107.97

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - TERRAZZO MECH - Local 3 Marble/Tile (Spr/Pitt)

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.59	\$11.49	\$22.31	\$0.00	\$63.39
2	60	\$35.50	\$11.49	\$22.31	\$0.00	\$69.30
3	70	\$41.42	\$11.49	\$22.31	\$0.00	\$75.22
4	80	\$47.34	\$11.49	\$22.31	\$0.00	\$81.14
5	90	\$53.25	\$11.49	\$22.31	\$0.00	\$87.05

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.19	\$11.49	\$22.31	\$0.00	\$63.99
2	60	\$36.22	\$11.49	\$22.31	\$0.00	\$70.02
3	70	\$42.26	\$11.49	\$22.31	\$0.00	\$76.06
4	80	\$48.30	\$11.49	\$22.31	\$0.00	\$82.10
5	90	\$54.33	\$11.49	\$22.31	\$0.00	\$88.13

Notes:

Apprentice to Journeyworker Ratio:1:5

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$42.58	\$9.10	\$17.72	\$0.00	\$69.40
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.30	\$9.10	\$17.72	\$0.00	\$68.12
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
TRACTORS <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2022	\$37.60	\$12.47	\$14.50	\$0.00	\$64.57
	12/01/2022	\$38.48	\$12.47	\$14.50	\$0.00	\$65.45
	06/01/2023	\$39.43	\$12.47	\$14.50	\$0.00	\$66.40
	12/01/2023	\$40.38	\$12.47	\$14.50	\$0.00	\$67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2021	\$53.41	\$9.10	\$18.17	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2021	\$55.41	\$9.10	\$18.17	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2021	\$45.48	\$9.10	\$18.17	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2021	\$47.48	\$9.10	\$18.17	\$0.00	\$74.75

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
WAGON DRILL OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>						
	06/01/2022	\$33.25	\$9.10	\$16.19	\$0.00	\$58.54
	12/01/2022	\$33.88	\$9.10	\$16.19	\$0.00	\$59.17
	06/01/2023	\$34.50	\$9.10	\$16.19	\$0.00	\$59.79
	12/01/2023	\$35.13	\$9.10	\$16.19	\$0.00	\$60.42
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2021	\$32.75	\$9.10	\$14.01	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WATER METER INSTALLER <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	09/17/2022	\$45.71	\$9.55	\$17.10	\$0.00	\$72.36
	03/17/2023	\$46.96	\$9.55	\$17.10	\$0.00	\$73.61
	09/17/2023	\$47.96	\$9.55	\$17.10	\$0.00	\$74.61
	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

** Multiple ratios are listed in the comment field.

*** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

**** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.



CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF LABOR STANDARDS

Prevailing Wage Rates

**As determined by the Director under the provisions of the
Massachusetts General Laws, Chapter 149, Sections 26 to 27H**

ROSALIN ACOSTA
Secretary

MICHAEL FLANAGAN
Director

Awarding Authority: MBTA
Contract Number: R90CN02 **City/Town:** WORCESTER
Description of Work: Work consists of replacing existing and installing new concrete sidewalk, pavement, and pedestrian ramps systemwide, on an as-needed basis.
Job Location: Various

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- **The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor.** For multi-year CM AT RISK projects, the awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. The annual update requirement is not applicable to 27F "rental of equipment" contracts. **The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.**
- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or a sub-contractor.
- Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.**
- Every contractor or subcontractor working on the construction project must submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. For a sample payroll reporting form go to <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Contractors must obtain the wage schedules from awarding authorities. Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$35.95	\$13.41	\$16.01	\$0.00	\$65.37
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.14	\$13.41	\$16.01	\$0.00	\$65.56
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$37.06	\$9.10	\$16.64	\$0.00	\$62.80
	12/01/2022	\$37.91	\$9.10	\$16.64	\$0.00	\$63.65
	06/01/2023	\$38.81	\$9.10	\$16.64	\$0.00	\$64.55
	12/01/2023	\$39.71	\$9.10	\$16.64	\$0.00	\$65.45
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$36.16	\$9.10	\$16.64	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS WORKER (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (WORCESTER)</i>	12/01/2020	\$38.10	\$12.80	\$9.45	\$0.00	\$60.35
ASPHALT RAKER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 2</i>	06/01/2022	\$37.06	\$9.10	\$16.64	\$0.00	\$62.80
	12/01/2022	\$37.91	\$9.10	\$16.64	\$0.00	\$63.65
	06/01/2023	\$38.81	\$9.10	\$16.64	\$0.00	\$64.55
	12/01/2023	\$39.71	\$9.10	\$16.64	\$0.00	\$65.45
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$36.16	\$9.10	\$16.64	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
2	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
3	70	\$32.27	\$7.07	\$12.59	\$0.00	\$51.93
4	75	\$34.58	\$7.07	\$13.49	\$0.00	\$55.14
5	80	\$36.88	\$7.07	\$14.38	\$0.00	\$58.33
6	85	\$39.19	\$7.07	\$15.29	\$0.00	\$61.55
7	90	\$41.49	\$7.07	\$16.18	\$0.00	\$64.74
8	95	\$43.80	\$7.07	\$17.09	\$0.00	\$67.96

Notes:

Apprentice to Journeyworker Ratio:1:4

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (WORCESTER)</i>	08/01/2022	\$57.01	\$11.49	\$21.65	\$0.00	\$90.15
	02/01/2023	\$58.21	\$11.49	\$21.65	\$0.00	\$91.35
	08/01/2023	\$60.26	\$11.49	\$21.65	\$0.00	\$93.40
	02/01/2024	\$61.51	\$11.49	\$21.65	\$0.00	\$94.65
	08/01/2024	\$63.61	\$11.49	\$21.65	\$0.00	\$96.75
	02/01/2025	\$64.91	\$11.49	\$21.65	\$0.00	\$98.05
	08/01/2025	\$67.06	\$11.49	\$21.65	\$0.00	\$100.20
	02/01/2026	\$68.41	\$11.49	\$21.65	\$0.00	\$101.55
	08/01/2026	\$70.61	\$11.49	\$21.65	\$0.00	\$103.75
	02/01/2027	\$72.01	\$11.49	\$21.65	\$0.00	\$105.15

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Worcester

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.51	\$11.49	\$21.65	\$0.00	\$61.65
2	60	\$34.21	\$11.49	\$21.65	\$0.00	\$67.35
3	70	\$39.91	\$11.49	\$21.65	\$0.00	\$73.05
4	80	\$45.61	\$11.49	\$21.65	\$0.00	\$78.75
5	90	\$51.31	\$11.49	\$21.65	\$0.00	\$84.45

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.11	\$11.49	\$21.65	\$0.00	\$62.25
2	60	\$34.93	\$11.49	\$21.65	\$0.00	\$68.07
3	70	\$40.75	\$11.49	\$21.65	\$0.00	\$73.89
4	80	\$46.57	\$11.49	\$21.65	\$0.00	\$79.71
5	90	\$52.39	\$11.49	\$21.65	\$0.00	\$85.53

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$42.33	\$9.10	\$17.72	\$0.00	\$69.15
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For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i>	09/01/2022	\$45.18	\$8.68	\$19.97	\$0.00	\$73.83
	03/01/2023	\$45.78	\$8.68	\$19.97	\$0.00	\$74.43

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.59	\$8.68	\$1.73	\$0.00	\$33.00
2	60	\$27.11	\$8.68	\$1.73	\$0.00	\$37.52
3	70	\$31.63	\$8.68	\$14.78	\$0.00	\$55.09
4	75	\$33.89	\$8.68	\$14.78	\$0.00	\$57.35
5	80	\$36.14	\$8.68	\$16.51	\$0.00	\$61.33
6	80	\$36.14	\$8.68	\$16.51	\$0.00	\$61.33
7	90	\$40.66	\$8.68	\$18.24	\$0.00	\$67.58
8	90	\$40.66	\$8.68	\$18.24	\$0.00	\$67.58

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.89	\$8.68	\$1.73	\$0.00	\$33.30
2	60	\$27.47	\$8.68	\$1.73	\$0.00	\$37.88
3	70	\$32.05	\$8.68	\$14.78	\$0.00	\$55.51
4	75	\$34.34	\$8.68	\$14.78	\$0.00	\$57.80
5	80	\$36.62	\$8.68	\$16.51	\$0.00	\$61.81
6	80	\$36.62	\$8.68	\$16.51	\$0.00	\$61.81
7	90	\$41.20	\$8.68	\$18.24	\$0.00	\$68.12
8	90	\$41.20	\$8.68	\$18.24	\$0.00	\$68.12

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$31.01/ 3&4 \$48.64/ 5&6 \$57.24/ 7&8 \$63.54

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME <i>CARPENTERS-ZONE 3 (Wood Frame)</i>	04/01/2022	\$23.66	\$7.21	\$4.80	\$0.00	\$35.67
	04/01/2023	\$24.16	\$7.21	\$4.80	\$0.00	\$36.17
All Aspects of New Wood Frame Work						

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - CARPENTER (Wood Frame) - Zone 3
Effective Date - 04/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.20	\$7.21	\$0.00	\$0.00	\$21.41
2	60	\$14.20	\$7.21	\$0.00	\$0.00	\$21.41
3	65	\$15.38	\$7.21	\$0.00	\$0.00	\$22.59
4	70	\$16.56	\$7.21	\$0.00	\$0.00	\$23.77
5	75	\$17.75	\$7.21	\$3.80	\$0.00	\$28.76
6	80	\$18.93	\$7.21	\$3.80	\$0.00	\$29.94
7	85	\$20.11	\$7.21	\$3.80	\$0.00	\$31.12
8	90	\$21.29	\$7.21	\$3.80	\$0.00	\$32.30

Effective Date - 04/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.50	\$7.21	\$0.00	\$0.00	\$21.71
2	60	\$14.50	\$7.21	\$0.00	\$0.00	\$21.71
3	65	\$15.70	\$7.21	\$0.00	\$0.00	\$22.91
4	70	\$16.91	\$7.21	\$0.00	\$0.00	\$24.12
5	75	\$18.12	\$7.21	\$3.80	\$0.00	\$29.13
6	80	\$19.33	\$7.21	\$3.80	\$0.00	\$30.34
7	85	\$20.54	\$7.21	\$3.80	\$0.00	\$31.55
8	90	\$21.74	\$7.21	\$3.80	\$0.00	\$32.75

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$17.86/ 3&4 \$20.22/ 5&6 \$27.57/ 7&8 \$29.94

Apprentice to Journeyworker Ratio:1:5
CEMENT MASONRY/PLASTERING
01/01/2020
\$47.14
\$12.75
\$22.41
\$0.62
\$82.92
BRICKLAYERS LOCAL 3 (WORCESTER)
Apprentice - CEMENT MASONRY/PLASTERING - Worcester
Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.57	\$12.75	\$15.41	\$0.00	\$51.73
2	60	\$28.28	\$12.75	\$17.41	\$0.62	\$59.06
3	65	\$30.64	\$12.75	\$18.41	\$0.62	\$62.42
4	70	\$33.00	\$12.75	\$19.41	\$0.62	\$65.78
5	75	\$35.36	\$12.75	\$20.41	\$0.62	\$69.14
6	80	\$37.71	\$12.75	\$21.41	\$0.62	\$72.49
7	90	\$42.43	\$12.75	\$22.41	\$0.62	\$78.21

Notes:

Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$53.40	\$14.25	\$16.05	\$0.00	\$83.70
	12/01/2022	\$54.68	\$14.25	\$16.05	\$0.00	\$84.98
	06/01/2023	\$55.95	\$14.25	\$16.05	\$0.00	\$86.25
	12/01/2023	\$57.23	\$14.25	\$16.05	\$0.00	\$87.53
	06/01/2024	\$58.55	\$14.25	\$16.05	\$0.00	\$88.85
	12/01/2024	\$60.03	\$14.25	\$16.05	\$0.00	\$90.33
	06/01/2025	\$61.36	\$14.25	\$16.05	\$0.00	\$91.66
	12/01/2025	\$62.83	\$14.25	\$16.05	\$0.00	\$93.13
	06/01/2026	\$64.16	\$14.25	\$16.05	\$0.00	\$94.46
	12/01/2026	\$65.64	\$14.25	\$16.05	\$0.00	\$95.94
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$34.26	\$14.25	\$16.05	\$0.00	\$64.56
	12/01/2022	\$35.08	\$14.25	\$16.05	\$0.00	\$65.38
	06/01/2023	\$35.90	\$14.25	\$16.05	\$0.00	\$66.20
	12/01/2023	\$36.72	\$14.25	\$16.05	\$0.00	\$67.02
	06/01/2024	\$37.57	\$14.25	\$16.05	\$0.00	\$67.87
	12/01/2024	\$38.52	\$14.25	\$16.05	\$0.00	\$68.82
	06/01/2025	\$39.37	\$14.25	\$16.05	\$0.00	\$69.67
	12/01/2025	\$40.32	\$14.25	\$16.05	\$0.00	\$70.62
	06/01/2026	\$41.18	\$14.25	\$16.05	\$0.00	\$71.48
	12/01/2026	\$42.13	\$14.25	\$16.05	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 2</i>	07/01/2022	\$54.86	\$8.65	\$23.05	\$0.00	\$86.56
	01/01/2023	\$56.06	\$8.65	\$23.05	\$0.00	\$87.76
	07/01/2023	\$57.26	\$8.65	\$23.05	\$0.00	\$88.96
	01/01/2024	\$58.46	\$8.65	\$23.05	\$0.00	\$90.16
	07/01/2024	\$59.66	\$8.65	\$23.05	\$0.00	\$91.36
	01/01/2025	\$60.86	\$8.65	\$23.05	\$0.00	\$92.56

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - PAINTER Local 35 - BRIDGES/TANKS
Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.43	\$8.65	\$0.00	\$0.00	\$36.08
2	55	\$30.17	\$8.65	\$6.27	\$0.00	\$45.09
3	60	\$32.92	\$8.65	\$6.84	\$0.00	\$48.41
4	65	\$35.66	\$8.65	\$7.41	\$0.00	\$51.72
5	70	\$38.40	\$8.65	\$19.63	\$0.00	\$66.68
6	75	\$41.15	\$8.65	\$20.20	\$0.00	\$70.00
7	80	\$43.89	\$8.65	\$20.77	\$0.00	\$73.31
8	90	\$49.37	\$8.65	\$21.91	\$0.00	\$79.93

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.03	\$8.65	\$0.00	\$0.00	\$36.68
2	55	\$30.83	\$8.65	\$6.27	\$0.00	\$45.75
3	60	\$33.64	\$8.65	\$6.84	\$0.00	\$49.13
4	65	\$36.44	\$8.65	\$7.41	\$0.00	\$52.50
5	70	\$39.24	\$8.65	\$19.63	\$0.00	\$67.52
6	75	\$42.05	\$8.65	\$20.20	\$0.00	\$70.90
7	80	\$44.85	\$8.65	\$20.77	\$0.00	\$74.27
8	90	\$50.45	\$8.65	\$21.91	\$0.00	\$81.01

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1
DEMO: ADZEMAN
LABORERS - ZONE 2

06/01/2022	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
12/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
06/01/2023	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
12/01/2023	\$45.58	\$9.10	\$17.57	\$0.00	\$72.25

For apprentice rates see "Apprentice- LABORER"

DEMO: BACKHOE/LOADER/HAMMER OPERATOR
LABORERS - ZONE 2

06/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
12/01/2022	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
06/01/2023	\$45.33	\$9.10	\$17.57	\$0.00	\$72.00
12/01/2023	\$46.58	\$9.10	\$17.57	\$0.00	\$73.25

For apprentice rates see "Apprentice- LABORER"

DEMO: BURNERS
LABORERS - ZONE 2

06/01/2022	\$43.08	\$9.10	\$17.57	\$0.00	\$69.75
12/01/2022	\$44.08	\$9.10	\$17.57	\$0.00	\$70.75
06/01/2023	\$45.08	\$9.10	\$17.57	\$0.00	\$71.75
12/01/2023	\$46.33	\$9.10	\$17.57	\$0.00	\$73.00

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 2</i>	06/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	12/01/2022	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	06/01/2023	\$45.33	\$9.10	\$17.57	\$0.00	\$72.00
	12/01/2023	\$46.58	\$9.10	\$17.57	\$0.00	\$73.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$43.08	\$9.10	\$17.57	\$0.00	\$69.75
	12/01/2022	\$44.08	\$9.10	\$17.57	\$0.00	\$70.75
	06/01/2023	\$45.08	\$9.10	\$17.57	\$0.00	\$71.75
	12/01/2023	\$46.33	\$9.10	\$17.57	\$0.00	\$73.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 2</i>	06/01/2022	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
	12/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	12/01/2023	\$45.58	\$9.10	\$17.57	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) <i>DRAWBRIDGE - SEIU LOCAL 888</i>	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN <i>ELECTRICIANS LOCAL 96</i>	09/04/2022	\$45.59	\$12.20	\$17.50	\$0.00	\$75.29

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - ELECTRICIAN - Local 96						
Effective Date - 09/04/2022						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.24	\$12.20	\$0.55	\$0.00	\$30.99
2	43	\$19.60	\$12.20	\$0.59	\$0.00	\$32.39
3	48	\$21.88	\$12.20	\$14.18	\$0.00	\$48.26
4	55	\$25.07	\$12.20	\$14.63	\$0.00	\$51.90
5	65	\$29.63	\$12.20	\$15.27	\$0.00	\$57.10
6	80	\$36.47	\$12.20	\$16.22	\$0.00	\$64.89
Notes: Steps 1-2 are 1000 hrs; Steps 3-6 are 1500 hrs.						
Apprentice to Journeyworker Ratio:2:3***						
ELEVATOR CONSTRUCTOR ELEVATOR CONSTRUCTORS LOCAL 41	01/01/2022	\$58.62	\$16.03	\$20.21	\$0.00	\$94.86
Apprentice - ELEVATOR CONSTRUCTOR - Local 41						
Effective Date - 01/01/2022						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.31	\$16.03	\$0.00	\$0.00	\$45.34
2	55	\$32.24	\$16.03	\$20.21	\$0.00	\$68.48
3	65	\$38.10	\$16.03	\$20.21	\$0.00	\$74.34
4	70	\$41.03	\$16.03	\$20.21	\$0.00	\$77.27
5	80	\$46.90	\$16.03	\$20.21	\$0.00	\$83.14
Notes: Steps 1-2 are 6 mos.; Steps 3-5 are 1 year						
Apprentice to Journeyworker Ratio:1:1						
ELEVATOR CONSTRUCTOR HELPER ELEVATOR CONSTRUCTORS LOCAL 41	01/01/2022	\$41.03	\$16.03	\$20.21	\$0.00	\$77.27
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 4	05/01/2022	\$47.18	\$14.00	\$16.05	\$0.00	\$77.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 4	05/01/2022	\$48.72	\$14.00	\$16.05	\$0.00	\$78.77
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 4	05/01/2022	\$23.33	\$14.00	\$16.05	\$0.00	\$53.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER ELECTRICIANS LOCAL 96	09/04/2022	\$45.59	\$12.20	\$17.50	\$0.00	\$75.29

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINT/COMMISSIONING <i>ELECTRICIANS LOCAL 96</i>	09/04/2022	\$45.59	\$12.20	\$17.50	\$0.00	\$75.29
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$42.53	\$14.25	\$16.05	\$0.00	\$72.83
	12/01/2022	\$43.54	\$14.25	\$16.05	\$0.00	\$73.84
	06/01/2023	\$44.56	\$14.25	\$16.05	\$0.00	\$74.86
	12/01/2023	\$45.57	\$14.25	\$16.05	\$0.00	\$75.87
	06/01/2024	\$46.63	\$14.25	\$16.05	\$0.00	\$76.93
	12/01/2024	\$47.81	\$14.25	\$16.05	\$0.00	\$78.11
	06/01/2025	\$48.87	\$14.25	\$16.05	\$0.00	\$79.17
	12/01/2025	\$50.04	\$14.25	\$16.05	\$0.00	\$80.34
	06/01/2026	\$51.10	\$14.25	\$16.05	\$0.00	\$81.40
	12/01/2026	\$52.28	\$14.25	\$16.05	\$0.00	\$82.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$24.50	\$9.10	\$16.64	\$0.00	\$50.24
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE II</i>	03/01/2022	\$47.62	\$8.68	\$20.27	\$0.00	\$76.57

Apprentice - FLOORCOVERER - Local 2168 Zone II

Effective Date - 03/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.81	\$8.68	\$1.79	\$0.00	\$34.28
2	55	\$26.19	\$8.68	\$1.79	\$0.00	\$36.66
3	60	\$28.57	\$8.68	\$14.90	\$0.00	\$52.15
4	65	\$30.95	\$8.68	\$14.90	\$0.00	\$54.53
5	70	\$33.33	\$8.68	\$16.69	\$0.00	\$58.70
6	75	\$35.72	\$8.68	\$16.69	\$0.00	\$61.09
7	80	\$38.10	\$8.68	\$18.48	\$0.00	\$65.26
8	85	\$40.48	\$8.68	\$18.48	\$0.00	\$67.64

Notes: Steps are 750 hrs.
% After 10/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)
Step 1&2 \$31.90/ 3&4 \$38.39/ 5&6 \$58.70/ 7&8 \$65.26

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$34.26	\$14.25	\$16.05	\$0.00	\$64.56
	12/01/2022	\$35.08	\$14.25	\$16.05	\$0.00	\$65.38
	06/01/2023	\$35.90	\$14.25	\$16.05	\$0.00	\$66.20
	12/01/2023	\$36.72	\$14.25	\$16.05	\$0.00	\$67.02
	06/01/2024	\$37.57	\$14.25	\$16.05	\$0.00	\$67.87
	12/01/2024	\$38.52	\$14.25	\$16.05	\$0.00	\$68.82
	06/01/2025	\$39.37	\$14.25	\$16.05	\$0.00	\$69.67
	12/01/2025	\$40.32	\$14.25	\$16.05	\$0.00	\$70.62
	06/01/2026	\$41.18	\$14.25	\$16.05	\$0.00	\$71.48
	12/01/2026	\$42.13	\$14.25	\$16.05	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 35 (ZONE 2)</i>	07/01/2022	\$44.36	\$8.65	\$23.05	\$0.00	\$76.06
	01/01/2023	\$45.56	\$8.65	\$23.05	\$0.00	\$77.26
	07/01/2023	\$46.76	\$8.65	\$23.05	\$0.00	\$78.46
	01/01/2024	\$47.96	\$8.65	\$23.05	\$0.00	\$79.66
	07/01/2024	\$49.16	\$8.65	\$23.05	\$0.00	\$80.86
	01/01/2025	\$50.36	\$8.65	\$23.05	\$0.00	\$82.06

Apprentice - GLAZIER - Local 35 Zone 2

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.18	\$8.65	\$0.00	\$0.00	\$30.83
2	55	\$24.40	\$8.65	\$6.27	\$0.00	\$39.32
3	60	\$26.62	\$8.65	\$6.84	\$0.00	\$42.11
4	65	\$28.83	\$8.65	\$7.41	\$0.00	\$44.89
5	70	\$31.05	\$8.65	\$19.63	\$0.00	\$59.33
6	75	\$33.27	\$8.65	\$20.20	\$0.00	\$62.12
7	80	\$35.49	\$8.65	\$20.77	\$0.00	\$64.91
8	90	\$39.92	\$8.65	\$21.91	\$0.00	\$70.48

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.78	\$8.65	\$0.00	\$0.00	\$31.43
2	55	\$25.06	\$8.65	\$6.27	\$0.00	\$39.98
3	60	\$27.34	\$8.65	\$6.84	\$0.00	\$42.83
4	65	\$29.61	\$8.65	\$7.41	\$0.00	\$45.67
5	70	\$31.89	\$8.65	\$19.63	\$0.00	\$60.17
6	75	\$34.17	\$8.65	\$20.20	\$0.00	\$63.02
7	80	\$36.45	\$8.65	\$20.77	\$0.00	\$65.87
8	90	\$41.00	\$8.65	\$21.91	\$0.00	\$71.56

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HOISTING ENGINEER/CRANES/GRADALLS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 06/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$28.81	\$14.00	\$0.00	\$0.00	\$42.81
2	60	\$31.43	\$14.00	\$16.05	\$0.00	\$61.48
3	65	\$34.05	\$14.00	\$16.05	\$0.00	\$64.10
4	70	\$36.67	\$14.00	\$16.05	\$0.00	\$66.72
5	75	\$39.29	\$14.00	\$16.05	\$0.00	\$69.34
6	80	\$41.90	\$14.00	\$16.05	\$0.00	\$71.95
7	85	\$44.52	\$14.00	\$16.05	\$0.00	\$74.57
8	90	\$47.14	\$14.00	\$16.05	\$0.00	\$77.19

Effective Date - 12/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$29.50	\$14.25	\$0.00	\$0.00	\$43.75
2	60	\$32.18	\$14.25	\$16.05	\$0.00	\$62.48
3	65	\$34.86	\$14.25	\$16.05	\$0.00	\$65.16
4	70	\$37.54	\$14.25	\$16.05	\$0.00	\$67.84
5	75	\$40.22	\$14.25	\$16.05	\$0.00	\$70.52
6	80	\$42.90	\$14.25	\$16.05	\$0.00	\$73.20
7	85	\$45.59	\$14.25	\$16.05	\$0.00	\$75.89
8	90	\$48.27	\$14.25	\$16.05	\$0.00	\$78.57

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) <i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2022	\$39.29	\$10.64	\$17.33	\$2.02	\$69.28
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For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS) <i>ELECTRICIANS LOCAL 96</i>	09/04/2022	\$45.59	\$12.20	\$17.50	\$0.00	\$75.29
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For apprentice rates see "Apprentice- ELECTRICIAN"

HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2022	\$39.29	\$10.64	\$17.33	\$2.02	\$69.28
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For apprentice rates see "Apprentice- SHEET METAL WORKER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING -WATER) <i>PLUMBERS LOCAL 4</i>	03/01/2022	\$49.50	\$9.80	\$16.12	\$0.00	\$75.42
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC <i>PLUMBERS LOCAL 4</i>	03/01/2022	\$49.50	\$9.80	\$16.12	\$0.00	\$75.42
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS <i>LABORERS - ZONE 2</i>	06/01/2022	\$37.06	\$9.10	\$16.64	\$0.00	\$62.80
	12/01/2022	\$37.91	\$9.10	\$16.64	\$0.00	\$63.65
	06/01/2023	\$38.81	\$9.10	\$16.64	\$0.00	\$64.55
	12/01/2023	\$39.71	\$9.10	\$16.64	\$0.00	\$65.45
For apprentice rates see "Apprentice- LABORER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$36.16	\$9.10	\$16.64	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (WORCESTER)</i>	09/01/2022	\$48.95	\$13.80	\$17.14	\$0.00	\$79.89

Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Worcester

Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.48	\$13.80	\$12.42	\$0.00	\$50.70
2	60	\$29.37	\$13.80	\$13.36	\$0.00	\$56.53
3	70	\$34.27	\$13.80	\$14.31	\$0.00	\$62.38
4	80	\$39.16	\$13.80	\$15.25	\$0.00	\$68.21

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (WORCESTER AREA)</i>	09/16/2022	\$51.29	\$8.25	\$26.70	\$0.00	\$86.24
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Apprentice - IRONWORKER - Local 7 Worcester

Effective Date - 09/16/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$30.77	\$8.25	\$26.70	\$0.00	\$65.72
2	70	\$35.90	\$8.25	\$26.70	\$0.00	\$70.85
3	75	\$38.47	\$8.25	\$26.70	\$0.00	\$73.42
4	80	\$41.03	\$8.25	\$26.70	\$0.00	\$75.98
5	85	\$43.60	\$8.25	\$26.70	\$0.00	\$78.55
6	90	\$46.16	\$8.25	\$26.70	\$0.00	\$81.11

Notes:

Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
JACKHAMMER & PAVING BREAKER OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						

LABORER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.31	\$9.10	\$16.64	\$0.00	\$62.05
	12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
	12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70

Apprentice - LABORER - Zone 2

Effective Date - 06/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.79	\$9.10	\$16.64	\$0.00	\$47.53
2	70	\$25.42	\$9.10	\$16.64	\$0.00	\$51.16
3	80	\$29.05	\$9.10	\$16.64	\$0.00	\$54.79
4	90	\$32.68	\$9.10	\$16.64	\$0.00	\$58.42

Effective Date - 12/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.30	\$9.10	\$16.64	\$0.00	\$48.04
2	70	\$26.01	\$9.10	\$16.64	\$0.00	\$51.75
3	80	\$29.73	\$9.10	\$16.64	\$0.00	\$55.47
4	90	\$33.44	\$9.10	\$16.64	\$0.00	\$59.18

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$35.41	\$9.10	\$16.64	\$0.00	\$61.15
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Apprentice - LABORER (Heavy & Highway) - Zone 2

Effective Date - 12/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.25	\$9.10	\$16.64	\$0.00	\$46.99
2	70	\$24.79	\$9.10	\$16.64	\$0.00	\$50.53
3	80	\$28.33	\$9.10	\$16.64	\$0.00	\$54.07
4	90	\$31.87	\$9.10	\$16.64	\$0.00	\$57.61

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.31	\$9.10	\$16.64	\$0.00	\$62.05
	12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
	12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.31	\$9.10	\$16.64	\$0.00	\$62.05
	12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
	12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.40	\$9.10	\$16.70	\$0.00	\$62.20
	12/01/2022	\$37.25	\$9.10	\$16.70	\$0.00	\$63.05
	06/01/2023	\$38.15	\$9.10	\$16.70	\$0.00	\$63.95
	12/01/2023	\$39.05	\$9.10	\$16.70	\$0.00	\$64.85
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.31	\$9.10	\$16.64	\$0.00	\$62.05
	12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
	12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.31	\$9.10	\$16.64	\$0.00	\$62.05
	12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
	12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	08/01/2022	\$45.29	\$11.49	\$20.37	\$0.00	\$77.15
	02/01/2023	\$46.25	\$11.49	\$20.37	\$0.00	\$78.11
	08/01/2023	\$47.89	\$11.49	\$20.37	\$0.00	\$79.75
	02/01/2024	\$48.89	\$11.49	\$20.37	\$0.00	\$80.75
	08/01/2024	\$50.57	\$11.49	\$20.37	\$0.00	\$82.43
	02/01/2025	\$51.61	\$11.49	\$20.37	\$0.00	\$83.47
	08/01/2025	\$53.33	\$11.49	\$20.37	\$0.00	\$85.19
	02/01/2026	\$54.41	\$11.49	\$20.37	\$0.00	\$86.27
	08/01/2026	\$56.17	\$11.49	\$20.37	\$0.00	\$88.03
	02/01/2027	\$57.29	\$11.49	\$20.37	\$0.00	\$89.15

Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.65	\$11.49	\$20.37	\$0.00	\$54.51
2	60	\$27.17	\$11.49	\$20.37	\$0.00	\$59.03
3	70	\$31.70	\$11.49	\$20.37	\$0.00	\$63.56
4	80	\$36.23	\$11.49	\$20.37	\$0.00	\$68.09
5	90	\$40.76	\$11.49	\$20.37	\$0.00	\$72.62

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.13	\$11.49	\$20.37	\$0.00	\$54.99
2	60	\$27.75	\$11.49	\$20.37	\$0.00	\$59.61
3	70	\$32.38	\$11.49	\$20.37	\$0.00	\$64.24
4	80	\$37.00	\$11.49	\$20.37	\$0.00	\$68.86
5	90	\$41.63	\$11.49	\$20.37	\$0.00	\$73.49

Notes:

Apprentice to Journeyworker Ratio:1:3

MARBLE MASONS, TILELAYERS & TERRAZZO MECH <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	08/01/2022	\$59.17	\$11.49	\$22.31	\$0.00	\$92.97
	02/01/2023	\$60.37	\$11.49	\$22.31	\$0.00	\$94.17
	08/01/2023	\$62.42	\$11.49	\$22.31	\$0.00	\$96.22
	02/01/2024	\$63.67	\$11.49	\$22.31	\$0.00	\$97.47
	08/01/2024	\$65.77	\$11.49	\$22.31	\$0.00	\$99.57
	02/01/2025	\$67.07	\$11.49	\$22.31	\$0.00	\$100.87
	08/01/2025	\$69.22	\$11.49	\$22.31	\$0.00	\$103.02
	02/01/2026	\$70.57	\$11.49	\$22.31	\$0.00	\$104.37
	08/01/2026	\$72.77	\$11.49	\$22.31	\$0.00	\$106.57
	02/01/2027	\$74.17	\$11.49	\$22.31	\$0.00	\$107.97

Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.59	\$11.49	\$22.31	\$0.00	\$63.39
2	60	\$35.50	\$11.49	\$22.31	\$0.00	\$69.30
3	70	\$41.42	\$11.49	\$22.31	\$0.00	\$75.22
4	80	\$47.34	\$11.49	\$22.31	\$0.00	\$81.14
5	90	\$53.25	\$11.49	\$22.31	\$0.00	\$87.05

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.19	\$11.49	\$22.31	\$0.00	\$63.99
2	60	\$36.22	\$11.49	\$22.31	\$0.00	\$70.02
3	70	\$42.26	\$11.49	\$22.31	\$0.00	\$76.06
4	80	\$48.30	\$11.49	\$22.31	\$0.00	\$82.10
5	90	\$54.33	\$11.49	\$22.31	\$0.00	\$88.13

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES)	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
OPERATING ENGINEERS LOCAL 4	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANICS MAINTENANCE	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
OPERATING ENGINEERS LOCAL 4	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 3)	01/03/2022	\$38.91	\$8.58	\$21.57	\$0.00	\$69.06
MILLWRIGHTS LOCAL 1121 - Zone 3	01/02/2023	\$40.16	\$8.58	\$21.57	\$0.00	\$70.31

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
Apprentice - MILLWRIGHT - Local 1121 Zone 3							
Effective Date - 01/03/2022							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	55	\$21.40	\$8.58	\$5.72	\$0.00	\$35.70	
2	65	\$25.29	\$8.58	\$17.93	\$0.00	\$51.80	
3	75	\$29.18	\$8.58	\$18.98	\$0.00	\$56.74	
4	85	\$33.07	\$8.58	\$20.01	\$0.00	\$61.66	
Effective Date - 01/02/2023							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	55	\$22.09	\$8.58	\$5.72	\$0.00	\$36.39	
2	65	\$26.10	\$8.58	\$17.93	\$0.00	\$52.61	
3	75	\$30.12	\$8.58	\$18.98	\$0.00	\$57.68	
4	85	\$34.14	\$8.58	\$20.01	\$0.00	\$62.73	
<div>Notes: Step 1&2 Appr. indentured after 1/6/2020 receive no pension, but do receive annuity. (Step 1 \$5.72, Step 2 \$6.66) Steps are 2,000 hours</div>							
Apprentice to Journeyworker Ratio:1:4							
MORTAR MIXER		06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
LABORERS - ZONE 2		12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
		06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
		12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"							
OILER (OTHER THAN TRUCK CRANES,GRADALLS)		06/01/2022	\$23.80	\$14.25	\$16.05	\$0.00	\$54.10
OPERATING ENGINEERS LOCAL 4		12/01/2022	\$24.37	\$14.25	\$16.05	\$0.00	\$54.67
		06/01/2023	\$24.94	\$14.25	\$16.05	\$0.00	\$55.24
		12/01/2023	\$25.51	\$14.25	\$16.05	\$0.00	\$55.81
		06/01/2024	\$26.11	\$14.25	\$16.05	\$0.00	\$56.41
		12/01/2024	\$26.77	\$14.25	\$16.05	\$0.00	\$57.07
		06/01/2025	\$27.37	\$14.25	\$16.05	\$0.00	\$57.67
		12/01/2025	\$28.03	\$14.25	\$16.05	\$0.00	\$58.33
		06/01/2026	\$28.62	\$14.25	\$16.05	\$0.00	\$58.92
		12/01/2026	\$29.29	\$14.25	\$16.05	\$0.00	\$59.59
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
OILER (TRUCK CRANES, GRADALLS)		06/01/2022	\$28.88	\$14.25	\$16.05	\$0.00	\$59.18
OPERATING ENGINEERS LOCAL 4		12/01/2022	\$29.57	\$14.25	\$16.05	\$0.00	\$59.87
		06/01/2023	\$30.27	\$14.25	\$16.05	\$0.00	\$60.57
		12/01/2023	\$30.96	\$14.25	\$16.05	\$0.00	\$61.26
		06/01/2024	\$31.68	\$14.25	\$16.05	\$0.00	\$61.98
		12/01/2024	\$32.48	\$14.25	\$16.05	\$0.00	\$62.78
		06/01/2025	\$33.20	\$14.25	\$16.05	\$0.00	\$63.50
		12/01/2025	\$34.00	\$14.25	\$16.05	\$0.00	\$64.30
		06/01/2026	\$34.72	\$14.25	\$16.05	\$0.00	\$65.02
		12/01/2026	\$35.52	\$14.25	\$16.05	\$0.00	\$65.82

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 2</i>	07/01/2022	\$54.86	\$8.65	\$23.05	\$0.00	\$86.56
	01/01/2023	\$56.06	\$8.65	\$23.05	\$0.00	\$87.76
	07/01/2023	\$57.26	\$8.65	\$23.05	\$0.00	\$88.96
	01/01/2024	\$58.46	\$8.65	\$23.05	\$0.00	\$90.16
	07/01/2024	\$59.66	\$8.65	\$23.05	\$0.00	\$91.36
	01/01/2025	\$60.86	\$8.65	\$23.05	\$0.00	\$92.56

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.43	\$8.65	\$0.00	\$0.00	\$36.08
2	55	\$30.17	\$8.65	\$6.27	\$0.00	\$45.09
3	60	\$32.92	\$8.65	\$6.84	\$0.00	\$48.41
4	65	\$35.66	\$8.65	\$7.41	\$0.00	\$51.72
5	70	\$38.40	\$8.65	\$19.63	\$0.00	\$66.68
6	75	\$41.15	\$8.65	\$20.20	\$0.00	\$70.00
7	80	\$43.89	\$8.65	\$20.77	\$0.00	\$73.31
8	90	\$49.37	\$8.65	\$21.91	\$0.00	\$79.93

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.03	\$8.65	\$0.00	\$0.00	\$36.68
2	55	\$30.83	\$8.65	\$6.27	\$0.00	\$45.75
3	60	\$33.64	\$8.65	\$6.84	\$0.00	\$49.13
4	65	\$36.44	\$8.65	\$7.41	\$0.00	\$52.50
5	70	\$39.24	\$8.65	\$19.63	\$0.00	\$67.52
6	75	\$42.05	\$8.65	\$20.20	\$0.00	\$70.90
7	80	\$44.85	\$8.65	\$20.77	\$0.00	\$74.27
8	90	\$50.45	\$8.65	\$21.91	\$0.00	\$81.01

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Painter (Spray or Sandblast, New) *	07/01/2022	\$45.76	\$8.65	\$23.05	\$0.00	\$77.46
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2023	\$46.96	\$8.65	\$23.05	\$0.00	\$78.66
	07/01/2023	\$48.16	\$8.65	\$23.05	\$0.00	\$79.86
	01/01/2024	\$49.36	\$8.65	\$23.05	\$0.00	\$81.06
	07/01/2024	\$50.56	\$8.65	\$23.05	\$0.00	\$82.26
	01/01/2025	\$51.76	\$8.65	\$23.05	\$0.00	\$83.46

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.88	\$8.65	\$0.00	\$0.00	\$31.53
2	55	\$25.17	\$8.65	\$6.27	\$0.00	\$40.09
3	60	\$27.46	\$8.65	\$6.84	\$0.00	\$42.95
4	65	\$29.74	\$8.65	\$7.41	\$0.00	\$45.80
5	70	\$32.03	\$8.65	\$19.63	\$0.00	\$60.31
6	75	\$34.32	\$8.65	\$20.20	\$0.00	\$63.17
7	80	\$36.61	\$8.65	\$20.77	\$0.00	\$66.03
8	90	\$41.18	\$8.65	\$21.91	\$0.00	\$71.74

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.48	\$8.65	\$0.00	\$0.00	\$32.13
2	55	\$25.83	\$8.65	\$6.27	\$0.00	\$40.75
3	60	\$28.18	\$8.65	\$6.84	\$0.00	\$43.67
4	65	\$30.52	\$8.65	\$7.41	\$0.00	\$46.58
5	70	\$32.87	\$8.65	\$19.63	\$0.00	\$61.15
6	75	\$35.22	\$8.65	\$20.20	\$0.00	\$64.07
7	80	\$37.57	\$8.65	\$20.77	\$0.00	\$66.99
8	90	\$42.26	\$8.65	\$21.91	\$0.00	\$72.82

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Painter (Spray or Sandblast, Repaint)	07/01/2022	\$43.82	\$8.65	\$23.05	\$0.00	\$75.52
<i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2023	\$45.02	\$8.65	\$23.05	\$0.00	\$76.72
	07/01/2023	\$46.22	\$8.65	\$23.05	\$0.00	\$77.92
	01/01/2024	\$47.42	\$8.65	\$23.05	\$0.00	\$79.12
	07/01/2024	\$48.62	\$8.65	\$23.05	\$0.00	\$80.32
	01/01/2025	\$49.82	\$8.65	\$23.05	\$0.00	\$81.52

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint**Effective Date - 07/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.91	\$8.65	\$0.00	\$0.00	\$30.56
2	55	\$24.10	\$8.65	\$6.27	\$0.00	\$39.02
3	60	\$26.29	\$8.65	\$6.84	\$0.00	\$41.78
4	65	\$28.48	\$8.65	\$7.41	\$0.00	\$44.54
5	70	\$30.67	\$8.65	\$19.63	\$0.00	\$58.95
6	75	\$32.87	\$8.65	\$20.20	\$0.00	\$61.72
7	80	\$35.06	\$8.65	\$20.77	\$0.00	\$64.48
8	90	\$39.44	\$8.65	\$21.91	\$0.00	\$70.00

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.51	\$8.65	\$0.00	\$0.00	\$31.16
2	55	\$24.76	\$8.65	\$6.27	\$0.00	\$39.68
3	60	\$27.01	\$8.65	\$6.84	\$0.00	\$42.50
4	65	\$29.26	\$8.65	\$7.41	\$0.00	\$45.32
5	70	\$31.51	\$8.65	\$19.63	\$0.00	\$59.79
6	75	\$33.77	\$8.65	\$20.20	\$0.00	\$62.62
7	80	\$36.02	\$8.65	\$20.77	\$0.00	\$65.44
8	90	\$40.52	\$8.65	\$21.91	\$0.00	\$71.08

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *

* If 30% or more of surfaces to be painted are new construction,
NEW paint rate shall be used. *PAINTERS LOCAL 35 - ZONE 2*

07/01/2022	\$44.36	\$8.65	\$23.05	\$0.00	\$76.06
01/01/2023	\$45.56	\$8.65	\$23.05	\$0.00	\$77.26
07/01/2023	\$46.76	\$8.65	\$23.05	\$0.00	\$78.46
01/01/2024	\$47.96	\$8.65	\$23.05	\$0.00	\$79.66
07/01/2024	\$49.16	\$8.65	\$23.05	\$0.00	\$80.86
01/01/2025	\$50.36	\$8.65	\$23.05	\$0.00	\$82.06

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW**Effective Date - 07/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.18	\$8.65	\$0.00	\$0.00	\$30.83
2	55	\$24.40	\$8.65	\$6.27	\$0.00	\$39.32
3	60	\$26.62	\$8.65	\$6.84	\$0.00	\$42.11
4	65	\$28.83	\$8.65	\$7.41	\$0.00	\$44.89
5	70	\$31.05	\$8.65	\$19.63	\$0.00	\$59.33
6	75	\$33.27	\$8.65	\$20.20	\$0.00	\$62.12
7	80	\$35.49	\$8.65	\$20.77	\$0.00	\$64.91
8	90	\$39.92	\$8.65	\$21.91	\$0.00	\$70.48

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.78	\$8.65	\$0.00	\$0.00	\$31.43
2	55	\$25.06	\$8.65	\$6.27	\$0.00	\$39.98
3	60	\$27.34	\$8.65	\$6.84	\$0.00	\$42.83
4	65	\$29.61	\$8.65	\$7.41	\$0.00	\$45.67
5	70	\$31.89	\$8.65	\$19.63	\$0.00	\$60.17
6	75	\$34.17	\$8.65	\$20.20	\$0.00	\$63.02
7	80	\$36.45	\$8.65	\$20.77	\$0.00	\$65.87
8	90	\$41.00	\$8.65	\$21.91	\$0.00	\$71.56

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)

PAINTERS LOCAL 35 - ZONE 2

07/01/2022	\$42.42	\$8.65	\$23.05	\$0.00	\$74.12
01/01/2023	\$43.62	\$8.65	\$23.05	\$0.00	\$75.32
07/01/2023	\$44.82	\$8.65	\$23.05	\$0.00	\$76.52
01/01/2024	\$46.02	\$8.65	\$23.05	\$0.00	\$77.72
07/01/2024	\$47.22	\$8.65	\$23.05	\$0.00	\$78.92
01/01/2025	\$48.42	\$8.65	\$23.05	\$0.00	\$80.12

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.21	\$8.65	\$0.00	\$0.00	\$29.86
2	55	\$23.33	\$8.65	\$6.27	\$0.00	\$38.25
3	60	\$25.45	\$8.65	\$6.84	\$0.00	\$40.94
4	65	\$27.57	\$8.65	\$7.41	\$0.00	\$43.63
5	70	\$29.69	\$8.65	\$19.63	\$0.00	\$57.97
6	75	\$31.82	\$8.65	\$20.20	\$0.00	\$60.67
7	80	\$33.94	\$8.65	\$20.77	\$0.00	\$63.36
8	90	\$38.18	\$8.65	\$21.91	\$0.00	\$68.74

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.81	\$8.65	\$0.00	\$0.00	\$30.46
2	55	\$23.99	\$8.65	\$6.27	\$0.00	\$38.91
3	60	\$26.17	\$8.65	\$6.84	\$0.00	\$41.66
4	65	\$28.35	\$8.65	\$7.41	\$0.00	\$44.41
5	70	\$30.53	\$8.65	\$19.63	\$0.00	\$58.81
6	75	\$32.72	\$8.65	\$20.20	\$0.00	\$61.57
7	80	\$34.90	\$8.65	\$20.77	\$0.00	\$64.32
8	90	\$39.26	\$8.65	\$21.91	\$0.00	\$69.82

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2021	\$35.41	\$9.10	\$16.64	\$0.00	\$61.15
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$35.78	\$13.41	\$16.01	\$0.00	\$65.20
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2020	\$46.11	\$9.40	\$23.12	\$0.00	\$78.63
For apprentice rates see "Apprentice- PILE DRIVER"						
PILE DRIVER PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2020	\$46.11	\$9.40	\$23.12	\$0.00	\$78.63

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - PILE DRIVER - Local 56 Zone 2						
Effective Date - 08/01/2020						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Notes: Apprentice wages shall be no less than the following Steps; (Same as set in Zone 1) 1\$57.06/2\$61.96/3\$66.87/4\$69.32/5\$71.78/6\$71.78/7\$76.68/8\$76.68						
Apprentice to Journeyworker Ratio:1:5						
<hr/>						
PIPELAYER LABORERS - ZONE 2		06/01/2022	\$36.56	\$9.10	\$16.64	\$62.30
		12/01/2022	\$37.41	\$9.10	\$16.64	\$63.15
		06/01/2023	\$38.31	\$9.10	\$16.64	\$64.05
		12/01/2023	\$39.21	\$9.10	\$16.64	\$64.95
For apprentice rates see "Apprentice- LABORER"						
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PIPELAYER (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)		12/01/2021	\$35.66	\$9.10	\$16.64	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
<hr/>						
PLUMBER & PIPEFITTER PLUMBERS LOCAL 4		03/01/2022	\$49.50	\$9.80	\$16.62	\$75.92
<hr/>						
Apprentice - PLUMBER/PIPEFITTER - Local 4						
Effective Date - 03/01/2022						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$19.80	\$9.80	\$0.00	\$0.00	\$29.60
2	50	\$24.75	\$9.80	\$0.00	\$0.00	\$34.55
3	60	\$29.70	\$9.80	\$0.00	\$0.00	\$39.50
4	70	\$34.65	\$9.80	\$6.41	\$0.00	\$50.86
5	80	\$39.60	\$9.80	\$6.41	\$0.00	\$55.81
Notes: Steps - 2000 hrs; Step 4 w/lic 75%, Step 5 w/lic 85% Step 4 w/lic \$52.59, Step 5 w/lic \$57.44						
Apprentice to Journeyworker Ratio:1:3						
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PNEUMATIC CONTROLS (TEMP.) PLUMBERS LOCAL 4		03/01/2022	\$49.50	\$9.80	\$16.12	\$75.42
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
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PNEUMATIC DRILL/TOOL OPERATOR LABORERS - ZONE 2		06/01/2022	\$36.56	\$9.10	\$16.64	\$62.30
		12/01/2022	\$37.41	\$9.10	\$16.64	\$63.15
		06/01/2023	\$38.31	\$9.10	\$16.64	\$64.05
		12/01/2023	\$39.21	\$9.10	\$16.64	\$64.95
For apprentice rates see "Apprentice- LABORER"						
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PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)		12/01/2021	\$35.66	\$9.10	\$16.64	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER <i>LABORERS - ZONE 2</i>	06/01/2022	\$37.31	\$9.10	\$16.64	\$0.00	\$63.05
	12/01/2022	\$38.16	\$9.10	\$16.64	\$0.00	\$63.90
	06/01/2023	\$39.06	\$9.10	\$16.64	\$0.00	\$64.80
	12/01/2023	\$39.96	\$9.10	\$16.64	\$0.00	\$65.70
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$36.41	\$9.10	\$16.64	\$0.00	\$62.15
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$34.26	\$14.25	\$16.05	\$0.00	\$64.56
	12/01/2022	\$35.08	\$14.25	\$16.05	\$0.00	\$65.38
	06/01/2023	\$35.90	\$14.25	\$16.05	\$0.00	\$66.20
	12/01/2023	\$36.72	\$14.25	\$16.05	\$0.00	\$67.02
	06/01/2024	\$37.57	\$14.25	\$16.05	\$0.00	\$67.87
	12/01/2024	\$38.52	\$14.25	\$16.05	\$0.00	\$68.82
	06/01/2025	\$39.37	\$14.25	\$16.05	\$0.00	\$69.67
	12/01/2025	\$40.32	\$14.25	\$16.05	\$0.00	\$70.62
	06/01/2026	\$41.18	\$14.25	\$16.05	\$0.00	\$71.48
	12/01/2026	\$42.13	\$14.25	\$16.05	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
READY-MIX CONCRETE DRIVER <i>TEAMSTERS 170 - Dauphinais (Bellingham)</i>	01/01/2022	\$25.75	\$9.76	\$4.00	\$0.00	\$39.51
	12/01/2022	\$26.40	\$10.26	\$4.75	\$0.00	\$41.41
	01/01/2023	\$26.40	\$10.26	\$4.75	\$0.00	\$41.41
	12/01/2023	\$27.00	\$10.76	\$5.45	\$0.00	\$43.21
	01/01/2024	\$27.00	\$10.76	\$5.45	\$0.00	\$43.21
	12/01/2024	\$27.60	\$11.26	\$6.15	\$0.00	\$45.01
	01/01/2025	\$27.60	\$11.26	\$6.15	\$0.00	\$45.01
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofers Waterproofing &Roofers Dampproofg) <i>ROOFERS LOCAL 33</i>	02/01/2022	\$47.03	\$12.28	\$19.45	\$0.00	\$78.76

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - ROOFER - Local 33						
Effective Date - 02/01/2022						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.52	\$12.28	\$5.21	\$0.00	\$41.01
2	60	\$28.22	\$12.28	\$19.45	\$0.00	\$59.95
3	65	\$30.57	\$12.28	\$19.45	\$0.00	\$62.30
4	75	\$35.27	\$12.28	\$19.45	\$0.00	\$67.00
5	85	\$39.98	\$12.28	\$19.45	\$0.00	\$71.71
Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1 Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs. (Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER)						
Apprentice to Journeyworker Ratio:**						
ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 33	02/01/2022	\$47.28	\$12.28	\$19.45	\$0.00	\$79.01
For apprentice rates see "Apprentice- ROOFER"						
SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 63	01/01/2022	\$39.29	\$10.64	\$17.33	\$2.02	\$69.28
Apprentice - SHEET METAL WORKER - Local 63						
Effective Date - 01/01/2022						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$17.68	\$4.79	\$4.67	\$0.81	\$27.95
2	50	\$19.65	\$5.32	\$5.19	\$0.90	\$31.06
3	55	\$21.61	\$5.85	\$9.33	\$1.10	\$37.89
4	60	\$23.57	\$6.38	\$9.33	\$1.18	\$40.46
5	65	\$25.54	\$6.92	\$9.33	\$1.25	\$43.04
6	70	\$27.50	\$7.45	\$9.33	\$1.33	\$45.61
7	75	\$29.47	\$7.98	\$9.33	\$1.40	\$48.18
8	80	\$31.43	\$8.51	\$16.29	\$1.69	\$57.92
9	85	\$33.40	\$9.04	\$16.29	\$1.76	\$60.49
10	90	\$35.36	\$9.58	\$16.29	\$1.84	\$63.07
Notes:						
Apprentice to Journeyworker Ratio:1:3						
SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95
SPRINKLER FITTER SPRINKLER FITTERS LOCAL 669	04/01/2021	\$43.14	\$10.55	\$16.41	\$0.00	\$70.10

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - SPRINKLER FITTER - Local 669
Effective Date - 04/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$19.41	\$7.75	\$0.00	\$0.00	\$27.16
2	50	\$21.57	\$7.75	\$0.00	\$0.00	\$29.32
3	55	\$23.73	\$10.55	\$8.15	\$0.00	\$42.43
4	60	\$25.88	\$10.55	\$8.15	\$0.00	\$44.58
5	65	\$28.04	\$10.55	\$8.40	\$0.00	\$46.99
6	70	\$30.20	\$10.55	\$8.40	\$0.00	\$49.15
7	75	\$32.36	\$10.55	\$8.40	\$0.00	\$51.31
8	80	\$34.51	\$10.55	\$8.40	\$0.00	\$53.46
9	85	\$36.67	\$10.55	\$8.40	\$0.00	\$55.62
10	90	\$38.83	\$10.55	\$8.40	\$0.00	\$57.78

Notes:
Apprentice to Journeyworker Ratio:1:1
STEAM BOILER OPERATOR
OPERATING ENGINEERS LOCAL 4

06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN
OPERATING ENGINEERS LOCAL 4

06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TERRAZZO FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	08/01/2022	\$58.09	\$11.49	\$22.34	\$0.00	\$91.92
	02/01/2023	\$59.29	\$11.49	\$22.34	\$0.00	\$93.12
	08/01/2023	\$61.34	\$11.49	\$22.34	\$0.00	\$95.17
	02/01/2024	\$62.59	\$11.49	\$22.34	\$0.00	\$96.42
	08/01/2024	\$64.69	\$11.49	\$22.34	\$0.00	\$98.52
	02/01/2025	\$65.99	\$11.49	\$22.34	\$0.00	\$99.82
	08/01/2025	\$68.14	\$11.49	\$22.34	\$0.00	\$101.97
	02/01/2026	\$69.49	\$11.49	\$22.34	\$0.00	\$103.32
	08/01/2026	\$71.69	\$11.49	\$22.34	\$0.00	\$105.52
	02/01/2027	\$73.09	\$11.49	\$22.34	\$0.00	\$106.92

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.05	\$11.49	\$22.34	\$0.00	\$62.88
2	60	\$34.85	\$11.49	\$22.34	\$0.00	\$68.68
3	70	\$40.66	\$11.49	\$22.34	\$0.00	\$74.49
4	80	\$46.47	\$11.49	\$22.34	\$0.00	\$80.30
5	90	\$52.28	\$11.49	\$22.34	\$0.00	\$86.11

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.65	\$11.49	\$22.34	\$0.00	\$63.48
2	60	\$35.57	\$11.49	\$22.34	\$0.00	\$69.40
3	70	\$41.50	\$11.49	\$22.34	\$0.00	\$75.33
4	80	\$47.43	\$11.49	\$22.34	\$0.00	\$81.26
5	90	\$53.36	\$11.49	\$22.34	\$0.00	\$87.19

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$42.58	\$9.10	\$17.72	\$0.00	\$69.40
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.30	\$9.10	\$17.72	\$0.00	\$68.12
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$51.82	\$14.25	\$16.05	\$0.00	\$82.12
	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2021	\$53.41	\$9.10	\$18.17	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2021	\$55.41	\$9.10	\$18.17	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2021	\$45.48	\$9.10	\$18.17	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2021	\$47.48	\$9.10	\$18.17	\$0.00	\$74.75
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
VOICE-DATA-VIDEO TECHNICIAN <i>ELECTRICIANS LOCAL 96</i>	09/04/2022	\$34.19	\$12.20	\$15.91	\$0.00	\$62.30

Apprentice - VOICE-DATA-VIDEO TECHNICIAN - Local 96

Effective Date - 09/04/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.10	\$12.20	\$4.27	\$0.00	\$33.57
2	55	\$18.80	\$12.20	\$4.32	\$0.00	\$35.32
3	60	\$20.51	\$12.20	\$15.50	\$0.00	\$48.21
4	65	\$22.22	\$12.20	\$15.55	\$0.00	\$49.97
5	70	\$23.93	\$12.20	\$15.60	\$0.00	\$51.73
6	75	\$25.64	\$12.20	\$15.65	\$0.00	\$53.49
7	80	\$27.35	\$12.20	\$15.70	\$0.00	\$55.25
8	85	\$29.06	\$12.20	\$15.75	\$0.00	\$57.01

Notes:

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WAGON DRILL OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2022	\$52.38	\$14.25	\$16.05	\$0.00	\$82.68
	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER <i>PLUMBERS LOCAL 4</i>	03/01/2022	\$49.50	\$9.80	\$16.12	\$0.00	\$75.42
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

Additional Apprenticeship Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprenticeship ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

** Multiple ratios are listed in the comment field.

*** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

**** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.

3. **EQUAL EMPLOYMENT OPPORTUNITY (EEO)**

**STANDARD FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
CONSTRUCTION CONTRACT SPECIFICATIONS
(EXECUTIVE ORDER NO. 11246):**

1. AS USED IN THESE SPECIFICATIONS:

- a. "COVERED AREA" MEANS THE GEOGRAPHICAL AREA DESCRIBED IN THE SOLICITATION FROM WHICH THIS CONTRACT RESULTED;
- b. "DIRECTOR" MEANS DIRECTOR, OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS, UNITED STATES DEPARTMENT OF LABOR, OR ANY PERSON TO WHOM THE DIRECTOR DELEGATES AUTHORITY;
- c. "EMPLOYER IDENTIFICATION NUMBER" MEANS THE FEDERAL SOCIAL SECURITY NUMBER USED ON THE EMPLOYER'S QUARTERLY FEDERAL TAX RETURN, U.S. TREASURY DEPARTMENT FORM 941;
- d. "MINORITY" INCLUDES:
 - (i) BLACK (ALL PERSONS HAVING ORIGINS IN ANY OF THE BLACK AFRICAN RACIAL GROUPS NOT OF HISPANIC ORIGIN);
 - (ii) HISPANIC (ALL PERSONS OF MEXICAN, PUERTO RICAN, CUBAN, CENTRAL OR SOUTH AMERICAN, OR OTHER SPANISH CULTURE OR ORIGIN, REGARDLESS OF RACE);
 - (iii) ASIAN AND PACIFIC ISLANDER (ALL PERSONS HAVING ORIGINS IN ANY OF THE ORIGINAL PEOPLES OF THE FAR EAST, SOUTHEAST ASIA, THE INDIAN SUBCONTINENT, OR THE PACIFIC ISLANDS); AND
 - (iv) AMERICAN INDIAN OR ALASKAN NATIVE (ALL PERSONS HAVING ORIGINS IN ANY OF THE ORIGINAL PEOPLES OF NORTH AMERICA AND MAINTAINING IDENTIFIABLE TRIBAL AFFILIATIONS THROUGH MEMBERSHIP AND PARTICIPATION OR COMMUNITY IDENTIFICATION).

2. WHENEVER THE CONTRACTOR, OR SUBCONTRACTOR AT ANY TIER, SUBCONTRACTS A PORTION OF THE WORK INVOLVING ANY CONSTRUCTION TRADE, IT SHALL PHYSICALLY INCLUDE IN EACH SUBCONTRACT IN EXCESS OF \$10,000 THE PROVISIONS OF THESE SPECIFICATIONS AND THE NOTICE WHICH CONTAINS THE APPLICABLE GOALS FOR MINORITY AND FEMALE PARTICIPATION AND WHICH IS SET FORTH IN THE SOLICITATIONS FROM WHICH THIS CONTRACT RESULTED.

3. IF THE CONTRACTOR IS PARTICIPATING (PURSUANT TO 41 C.F.R. § 60-4.5) IN A HOMETOWN PLAN APPROVED BY THE U. S. DEPARTMENT OF LABOR IN THE COVERED AREA, EITHER INDIVIDUALLY OR THROUGH AN ASSOCIATION, ITS AFFIRMATIVE ACTION OBLIGATIONS ON ALL WORK IN THE PLAN AREA (INCLUDING GOALS AND TIMETABLES) SHALL BE IN ACCORDANCE WITH THAT PLAN FOR THOSE TRADES WHICH HAVE UNIONS PARTICIPATING IN THE PLAN. CONTRACTORS MUST BE ABLE TO DEMONSTRATE THEIR PARTICIPATION IN AND COMPLIANCE WITH THE PROVISIONS OF ANY SUCH HOMETOWN PLAN. EACH CONTRACTOR OR SUBCONTRACTOR PARTICIPATING IN AN APPROVED PLAN

IS INDIVIDUALLY REQUIRED TO COMPLY WITH ITS OBLIGATIONS UNDER THE EEO CLAUSE, AND TO MAKE A GOOD FAITH EFFORT TO ACHIEVE EACH GOAL UNDER THE PLAN IN EACH TRADE IN WHICH IT HAS EMPLOYEES. THE OVERALL GOOD FAITH PERFORMANCE BY OTHER CONTRACTORS OR SUBCONTRACTORS TOWARD A GOAL IN AN APPROVED PLAN DOES NOT EXCUSE ANY COVERED CONTRACTOR'S OR SUBCONTRACTOR'S FAILURE TO MAKE GOOD FAITH EFFORTS TO ACHIEVE THE PLAN GOALS AND TIMETABLES.

4. THE CONTRACTOR SHALL IMPLEMENT THE SPECIFIC AFFIRMATIVE ACTION STANDARDS PROVIDED IN PARAGRAPHS (7)(a) THROUGH (p) OF THESE SPECIFICATIONS. THE GOALS SET FORTH IN THE SOLICITATION FROM WHICH THIS CONTRACT RESULTED ARE EXPRESSED AS PERCENTAGES OF THE TOTAL HOURS OF EMPLOYMENT AND TRAINING OF MINORITY AND FEMALE UTILIZATION THE CONTRACTOR SHOULD REASONABLY BE ABLE TO ACHIEVE IN EACH CONSTRUCTION TRADE IN WHICH IT HAS EMPLOYEES IN THE COVERED AREA. COVERED CONSTRUCTION CONTRACTORS PERFORMING CONSTRUCTION WORK IN GEOGRAPHICAL AREAS WHERE THEY DO NOT HAVE A FEDERAL OR FEDERALLY ASSISTED CONSTRUCTION CONTRACT SHALL APPLY THE MINORITY AND FEMALE GOALS ESTABLISHED FOR THE GEOGRAPHICAL AREA WHERE THE WORK IS BEING PERFORMED. GOALS ARE PUBLISHED PERIODICALLY IN THE FEDERAL REGISTER IN NOTICE FORM, AND SUCH NOTICES MAY BE OBTAINED FROM ANY OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS OFFICE OR FROM FEDERAL PROCUREMENT CONTRACTING OFFICERS. THE CONTRACTOR IS EXPECTED TO MAKE SUBSTANTIALLY UNIFORM PROGRESS TOWARD ITS GOAL IN EACH CRAFT DURING THE PERIOD SPECIFIED.
5. NEITHER THE PROVISIONS OF ANY COLLECTIVE BARGAINING AGREEMENT, NOR THE FAILURE BY A UNION WITH WHOM THE CONTRACTOR HAS A COLLECTIVE BARGAINING AGREEMENT TO REFER EITHER MINORITIES OR WOMEN SHALL EXCUSE THE CONTRACTOR'S OBLIGATIONS UNDER THESE SPECIFICATIONS, EXECUTIVE ORDER NO. 11246, OR THE REGULATIONS PROMULGATED PURSUANT THERETO.
6. IN ORDER FOR THE NONWORKING TRAINING HOURS OF APPRENTICES AND TRAINEES TO BE COUNTED IN MEETING THE GOALS, SUCH APPRENTICES AND TRAINEES MUST BE EMPLOYED BY THE CONTRACTOR DURING THE TRAINING PERIOD, AND THE CONTRACTOR MUST HAVE MADE A COMMITMENT TO EMPLOY THE APPRENTICES AND TRAINEES AT THE COMPLETION OF THEIR TRAINING, SUBJECT TO THE AVAILABILITY OF EMPLOYMENT OPPORTUNITIES. TRAINEES MUST BE TRAINED PURSUANT TO TRAINING PROGRAMS APPROVED BY THE U.S. DEPARTMENT OF LABOR.
7. THE CONTRACTOR SHALL TAKE SPECIFIC AFFIRMATIVE ACTIONS TO ENSURE EQUAL EMPLOYMENT OPPORTUNITY. THE EVALUATION OF THE CONTRACTOR'S COMPLIANCE WITH THESE SPECIFICATIONS SHALL BE BASED UPON ITS EFFORT TO ACHIEVE MAXIMUM RESULTS FROM ITS ACTIONS. THE CONTRACTOR SHALL DOCUMENT THESE EFFORTS FULLY, AND SHALL IMPLEMENT AFFIRMATIVE ACTION STEPS AT LEAST AS EXTENSIVE AS THE FOLLOWING:
 - a. ENSURE AND MAINTAIN A WORKING ENVIRONMENT FREE OF HARASSMENT, INTIMIDATION, AND COERCION AT ALL SITES, AND IN ALL FACILITIES AT WHICH THE CONTRACTOR'S EMPLOYEES ARE ASSIGNED TO WORK. THE CONTRACTOR, WHERE POSSIBLE, WILL ASSIGN TWO OR MORE WOMEN TO EACH CONSTRUCTION PROJECT. THE CONTRACTOR SHALL SPECIFICALLY ENSURE THAT ALL FOREMEN, SUPERINTENDENTS, AND OTHER ON-SITE SUPERVISORY PERSONNEL ARE AWARE OF AND CARRY OUT THE CONTRACTOR'S OBLIGATION TO MAINTAIN SUCH A WORKING ENVIRONMENT, WITH SPECIFIC ATTENTION TO MINORITY OR FEMALE INDIVIDUALS WORKING AT SUCH SITES

OR IN SUCH FACILITIES.

- b. ESTABLISH AND MAINTAIN A CURRENT LIST OF MINORITY AND FEMALE RECRUITMENT SOURCES, PROVIDE WRITTEN NOTICE TO MINORITY AND FEMALE RECRUITMENT SOURCES AND TO COMMUNITY ORGANIZATIONS WHEN THE CONTRACTOR OR ITS UNIONS HAVE EMPLOYMENT OPPORTUNITIES AVAILABLE, AND MAINTAIN A RECORD OF THE ORGANIZATIONS' RESPONSES.
- c. MAINTAIN A CURRENT FILE OF THE NAMES, ADDRESSES, AND TELEPHONE NUMBERS OF EACH MINORITY AND FEMALE OFF-THE-STREET APPLICANT AND MINORITY OR FEMALE REFERRAL FROM A UNION, A RECRUITMENT SOURCE OR COMMUNITY ORGANIZATION AND OF WHAT ACTION WAS TAKEN WITH RESPECT TO EACH SUCH INDIVIDUAL. IF SUCH INDIVIDUAL WAS SENT TO THE UNION HIRING HALL FOR REFERRAL AND WAS NOT REFERRED BACK TO THE CONTRACTOR BY THE UNION OR, IF REFERRED, NOT EMPLOYED BY THE CONTRACTOR, THIS SHALL BE DOCUMENTED IN THE FILE WITH THE REASON THEREFOR, ALONG WITH WHATEVER ADDITIONAL ACTIONS THE CONTRACTOR MAY HAVE TAKEN.
- d. PROVIDE IMMEDIATE WRITTEN NOTIFICATION TO THE DIRECTOR WHEN THE UNION OR UNIONS WITH WHICH THE CONTRACTOR HAS A COLLECTIVE BARGAINING AGREEMENT HAS NOT REFERRED TO THE CONTRACTOR A MINORITY PERSON OR WOMAN SENT BY THE CONTRACTOR, OR WHEN THE CONTRACTOR HAS OTHER INFORMATION THAT THE UNION REFERRAL PROCESS HAS IMPEDED THE CONTRACTOR'S EFFORTS TO MEET ITS OBLIGATIONS.
- e. DEVELOP ON-THE-JOB OPPORTUNITIES AND/OR PARTICIPATE IN TRAINING PROGRAMS FOR THE AREA WHICH EXPRESSLY INCLUDE MINORITIES AND WOMEN, INCLUDING UPGRADING PROGRAMS AND APPRENTICESHIP AND TRAINEE PROGRAMS RELEVANT TO THE CONTRACTOR'S EMPLOYMENT NEEDS, ESPECIALLY THOSE PROGRAMS FUNDED OR APPROVED BY THE DEPARTMENT OF LABOR. THE CONTRACTOR SHALL PROVIDE NOTICE OF THESE PROGRAMS TO THE SOURCES COMPILED UNDER (7)(b) ABOVE.
- f. DISSEMINATE THE CONTRACTOR'S EEO POLICY BY PROVIDING NOTICE OF THE POLICY TO UNIONS AND TRAINING PROGRAMS AND REQUESTING THEIR COOPERATION IN ASSISTING THE CONTRACTOR IN MEETING ITS EEO OBLIGATIONS; BY INCLUDING IT IN ANY POLICY MANUAL AND COLLECTIVE BARGAINING AGREEMENT; BY PUBLICIZING IT IN THE COMPANY NEWSPAPER, ANNUAL REPORT, ETC.; BY SPECIFIC REVIEW OF THE POLICY WITH ALL MANAGEMENT PERSONNEL AND WITH ALL MINORITY AND FEMALE EMPLOYEES AT LEAST ONCE A YEAR; AND BY POSTING THE COMPANY EEO POLICY ON BULLETIN BOARDS ACCESSIBLE TO ALL EMPLOYEES AT EACH LOCATION WHERE CONSTRUCTION WORK IS PERFORMED.
- g. REVIEW, AT LEAST ANNUALLY, THE COMPANY'S EEO POLICY AND AFFIRMATIVE ACTION OBLIGATIONS UNDER THESE SPECIFICATIONS WITH ALL EMPLOYEES HAVING RESPONSIBILITY FOR HIRING, ASSIGNMENT, LAYOFF, TERMINATION OR OTHER EMPLOYMENT DECISIONS INCLUDING SPECIFIC REVIEW OF THESE ITEMS WITH ON- SITE SUPERVISORY PERSONNEL SUCH AS SUPERINTENDENTS, GENERAL FOREMAN, ETC., PRIOR TO THE INITIATION OF CONSTRUCTION WORK AT ANY JOB SITE. A WRITTEN RECORD SHALL BE MADE AND MAINTAINED IDENTIFYING THE TIME AND PLACE OF THESE MEETINGS, PERSONS ATTENDING, SUBJECT MATTER DISCUSSED, AND DISPOSITION OF THE SUBJECT MATTER.
- h. DISSEMINATE THE CONTRACTOR'S EEO POLICY EXTERNALLY BY INCLUDING IT IN ANY ADVERTISING IN THE NEWS MEDIA, SPECIFICALLY INCLUDING MINORITY AND FEMALE

NEWS MEDIA, AND PROVIDING WRITTEN NOTIFICATION TO AND DISCUSSING THE CONTRACTOR'S EEO POLICY WITH OTHER CONTRACTORS AND SUBCONTRACTORS WITH WHOM THE CONTRACTOR DOES OR ANTICIPATES DOING BUSINESS.

- I. DIRECT RECRUITMENT EFFORTS, BOTH ORAL AND WRITTEN, TO MINORITY, FEMALE, AND COMMUNITY ORGANIZATIONS, TO SCHOOLS WITH MINORITY AND FEMALE STUDENTS AND TO MINORITY AND FEMALE RECRUITMENT AND TRAINING ORGANIZATIONS SERVING THE CONTRACTOR'S RECRUITMENT AREA AND EMPLOYMENT NEEDS. NOT LATER THAN ONE MONTH PRIOR TO THE DATE FOR THE ACCEPTANCE OF APPLICATIONS FOR APPRENTICESHIP OR OTHER TRAINING BY ANY RECRUITMENT SOURCE, THE CONTRACTOR SHALL SEND WRITTEN NOTICE TO ORGANIZATIONS SUCH AS THE ABOVE, DESCRIBING THE OPENINGS, SCREENING PROCEDURES, AND TESTS TO BE USED IN THE SELECTION PROCESS.
- j. ENCOURAGE PRESENT MINORITY AND FEMALE EMPLOYEES TO RECRUIT OTHER MINORITY PERSONS AND WOMEN AND, WHERE REASONABLE, PROVIDE AFTER SCHOOL, SUMMER AND VACATION EMPLOYMENT TO MINORITY AND FEMALE YOUTH BOTH ON THE SITE AND IN OTHER AREAS OF THE CONTRACTOR'S WORK FORCE.
- k. VALIDATE ALL TESTS AND OTHER SELECTION REQUIREMENTS WHERE THERE IS AN OBLIGATION TO DO SO UNDER 41 C.F.R. PART 60-3.
- l. CONDUCT, AT LEAST ANNUALLY, AN INVENTORY AND EVALUATION AT LEAST OF ALL MINORITY AND FEMALE PERSONNEL FOR PROMOTIONAL OPPORTUNITIES AND ENCOURAGE THESE EMPLOYEES TO SEEK OR PREPARE FOR, THROUGH APPROPRIATE TRAINING, ETC., SUCH OPPORTUNITIES.
- m. ENSURE THAT SENIORITY PRACTICES, JOB CLASSIFICATIONS, WORK ASSIGNMENTS, AND OTHER PERSONNEL PRACTICES DO NOT HAVE A DISCRIMINATORY EFFECT BY CONTINUALLY MONITORING ALL PERSONNEL AND EMPLOYMENT RELATED ACTIVITIES TO ENSURE THAT THE EEO POLICY AND THE CONTRACTOR'S OBLIGATIONS UNDER THESE SPECIFICATIONS ARE BEING CARRIED OUT.
- n. ENSURE THAT ALL FACILITIES AND COMPANY ACTIVITIES ARE NONSEGREGATED EXCEPT THAT SEPARATE OR SINGLE-USER TOILET AND NECESSARY CHANGING FACILITIES SHALL BE PROVIDED TO ASSURE PRIVACY BETWEEN SEXES.
- o. DOCUMENT AND MAINTAIN A RECORD OF ALL SOLICITATIONS OF OFFERS FOR SUBCONTRACTS FROM MINORITY AND FEMALE CONSTRUCTION CONTRACTORS AND SUPPLIERS, INCLUDING CIRCULATION OF SOLICITATIONS TO MINORITY AND FEMALE CONTRACTOR ASSOCIATIONS AND OTHER BUSINESS ASSOCIATIONS.
- p. CONDUCT A REVIEW, AT LEAST ANNUALLY, OF ALL SUPERVISORS' ADHERENCE TO AND PERFORMANCE UNDER THE CONTRACTOR'S EEO POLICIES AND AFFIRMATIVE ACTION OBLIGATIONS.

8. CONTRACTORS ARE ENCOURAGED TO PARTICIPATE IN VOLUNTARY ASSOCIATIONS THAT ASSIST IN FULFILLING ONE OR MORE OF THEIR AFFIRMATIVE ACTION OBLIGATIONS SET FORTH IN PARAGRAPHS (7)(a) THROUGH (p). THE EFFORTS OF A CONTRACTOR ASSOCIATION, JOINT CONTRACTOR-UNION, CONTRACTOR-COMMUNITY, OR OTHER SIMILAR GROUP OF WHICH THE CONTRACTOR IS A MEMBER AND PARTICIPANT, MAY BE ASSERTED AS FULFILLING ANY ONE OR MORE OF ITS OBLIGATIONS UNDER PARAGRAPHS (7)(a) THROUGH (p) OF THESE SPECIFICATIONS, PROVIDED THAT THE CONTRACTOR ACTIVELY PARTICIPATES IN THE GROUP, MAKES EVERY EFFORT TO ASSURE THAT THE GROUP HAS A POSITIVE IMPACT

ON THE EMPLOYMENT OF MINORITIES AND WOMEN IN THE INDUSTRY, ENSURES THAT THE CONCRETE BENEFITS OF THE PROGRAM ARE REFLECTED IN THE CONTRACTOR'S MINORITY AND FEMALE WORK FORCE PARTICIPATION, MAKES A GOOD FAITH EFFORT TO MEET ITS INDIVIDUAL GOALS AND TIMETABLES, AND CAN PROVIDE ACCESS TO DOCUMENTATION THAT DEMONSTRATES THE EFFECTIVENESS OF ACTIONS TAKEN ON BEHALF OF THE CONTRACTOR. THE OBLIGATION TO COMPLY, HOWEVER, IS THE CONTRACTOR'S AND FAILURE OF SUCH A GROUP TO FULFILL AN OBLIGATION SHALL NOT BE A DEFENSE FOR THE CONTRACTOR'S NONCOMPLIANCE.

9. A SINGLE GOAL FOR MINORITIES AND A SEPARATE SINGLE GOAL FOR WOMEN HAVE BEEN ESTABLISHED. THE CONTRACTOR, HOWEVER, IS REQUIRED TO PROVIDE EQUAL EMPLOYMENT OPPORTUNITY AND TO TAKE AFFIRMATIVE ACTION FOR ALL MINORITY GROUPS, BOTH MALE AND FEMALE, AND ALL WOMEN, BOTH MINORITY AND NON- MINORITY. CONSEQUENTLY, THE CONTRACTOR MAY BE IN VIOLATION OF THE EXECUTIVE ORDER IF A PARTICULAR GROUP IS EMPLOYED IN A SUBSTANTIALLY DISPARATE MANNER (EVEN THOUGH THE CONTRACTOR HAS ACHIEVED ITS GOAL FOR WOMEN GENERALLY, THE CONTRACTOR MAY BE IN VIOLATION OF THE EXECUTIVE ORDER IF A SPECIFIC MINORITY GROUP OF WOMEN IS UNDERUTILIZED).
10. THE CONTRACTOR SHALL NOT USE THE GOALS AND TIMETABLES OR AFFIRMATIVE ACTION STANDARDS TO DISCRIMINATE AGAINST ANY PERSON BECAUSE OF RACE, COLOR, RELIGION, SEX, OR NATIONAL ORIGIN.
11. THE CONTRACTOR SHALL NOT ENTER INTO ANY SUBCONTRACT WITH ANY PERSON OR FIRM DEBARRED FROM GOVERNMENT CONTRACTS PURSUANT TO EXECUTIVE ORDER NO. 11246.
12. THE CONTRACTOR SHALL CARRY OUT SUCH SANCTIONS AND PENALTIES FOR VIOLATION OF THESE SPECIFICATIONS AND OF THE EQUAL OPPORTUNITY CLAUSE, INCLUDING SUSPENSION, TERMINATION AND CANCELLATION OF EXISTING SUBCONTRACTS AS MAY BE IMPOSED OR ORDERED PURSUANT TO EXECUTIVE ORDER NO. 11246, AS AMENDED, AND ITS IMPLEMENTING REGULATIONS, BY THE OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS. ANY CONTRACTOR WHO FAILS TO CARRY OUT SUCH SANCTIONS AND PENALTIES SHALL BE IN VIOLATION OF THESE SPECIFICATIONS AND EXECUTIVE ORDER NO. 11246, AS AMENDED.
13. THE CONTRACTOR, IN FULFILLING ITS OBLIGATIONS UNDER THESE SPECIFICATIONS, SHALL IMPLEMENT SPECIFIC AFFIRMATIVE ACTION STEPS, AT LEAST AS EXTENSIVE AS THOSE STANDARDS PRESCRIBED IN PARAGRAPH (7) OF THESE SPECIFICATIONS, SO AS TO ACHIEVE MAXIMUM RESULTS FROM ITS EFFORTS TO ENSURE EQUAL EMPLOYMENT OPPORTUNITY. IF THE CONTRACTOR FAILS TO COMPLY WITH THE REQUIREMENTS OF THE EXECUTIVE ORDER, THE IMPLEMENTING REGULATIONS, OR THESE SPECIFICATIONS, THE DIRECTOR SHALL PROCEED IN ACCORDANCE WITH 41 C.F.R. § 60-4.8.
14. THE CONTRACTOR SHALL DESIGNATE A RESPONSIBLE OFFICIAL TO MONITOR ALL EMPLOYMENT RELATED ACTIVITY TO ENSURE THAT THE COMPANY EEO POLICY IS BEING CARRIED OUT, TO SUBMIT REPORTS RELATING TO THE PROVISIONS HEREOF AS MAY BE REQUIRED BY THE GOVERNMENT AND TO KEEP RECORDS. RECORDS SHALL AT LEAST INCLUDE FOR EACH EMPLOYEE THE NAME, ADDRESS, TELEPHONE NUMBERS, CONSTRUCTION TRADE, UNION AFFILIATION IF ANY, EMPLOYEE IDENTIFICATION NUMBER WHEN ASSIGNED, SOCIAL SECURITY NUMBER, RACE, SEX, STATUS (E.G., MECHANIC, APPRENTICE TRAINEE, HELPER OR LABORER), DATES OF CHANGES IN STATUS, HOURS WORKED PER WEEK IN THE INDICATED TRADE, RATE OF PAY, AND LOCATIONS AT WHICH THE WORK WAS PERFORMED. RECORDS SHALL BE MAINTAINED IN AN EASILY UNDERSTANDABLE AND RETRIEVABLE FORM; HOWEVER, TO THE EXTENT THAT EXISTING RECORDS SATISFY THIS

REQUIREMENT, CONTRACTORS SHALL NOT BE REQUIRED TO MAINTAIN SEPARATE RECORDS.

15. NOTHING HEREIN PROVIDED SHALL BE CONSTRUED AS A LIMITATION UPON THE APPLICATION OF OTHER LAWS THAT ESTABLISH DIFFERENT STANDARDS OF COMPLIANCE OR UPON THE APPLICATION OF REQUIREMENTS FOR THE HIRING OF LOCAL OR OTHER AREA RESIDENTS (E.G., THOSE UNDER THE PUBLIC WORKS EMPLOYMENT ACT OF 1977 AND THE COMMUNITY DEVELOPMENT BLOCK GRANT PROGRAM).

APPENDIX NO. 1

NOTICE OF REQUIREMENT FOR AFFIRMATIVE ACTION TO ENSURE EQUAL EMPLOYMENT OPPORTUNITY (EXECUTIVE ORDER NO. 11246):

(1) THE OFFEROR'S OR BIDDER'S ATTENTION IS CALLED TO THE "EQUAL OPPORTUNITY CLAUSE" AND THE "STANDARD FEDERAL EQUAL EMPLOYMENT SPECIFICATIONS" SET FORTH HEREIN.

(2) (a) THE GOALS AND THE TIMETABLES FOR MINORITY AND FEMALE PARTICIPATION, EXPRESSED IN PERCENTAGE TERMS FOR THE CONTRACTOR'S AGGREGATE WORK FORCE IN EACH TRADE ON ALL CONSTRUCTION WORK IN THE COVERED AREA, ARE AS FOLLOWS:

TIMETABLES GOALS FOR MINORITY PARTICIPATION IN EACH TRADE TRADE (SEE APPENDIX NO. 2)
--

GOALS FOR FEMALES PARTICIPATION IN EACH 6.9%
--

GOALS FOR EACH YEAR YEAR (SEE APPENDIX NO. 2)
--

GOALS FOR EACH 6.9%

(b) THESE GOALS ARE APPLICABLE TO ALL THE CONTRACTOR'S CONSTRUCTION WORK (WHETHER OR NOT IT IS FEDERAL OR FEDERALLY ASSISTED) PERFORMED IN THE COVERED AREA. IF THE CONTRACTOR PERFORMS CONSTRUCTION WORK IN A GEOGRAPHICAL AREA LOCATED OUTSIDE THE COVERED AREA, IT SHALL APPLY THE GOALS ESTABLISHED FOR SUCH GEOGRAPHICAL AREA WHERE THE WORK IS ACTUALLY PERFORMED. WITH REGARD TO THIS SECOND AREA, THE CONTRACTOR ALSO IS SUBJECT TO THE GOALS FOR BOTH ITS FEDERALLY INVOLVED AND NON FEDERALLY INVOLVED CONSTRUCTION.

(c) THE CONTRACTOR'S COMPLIANCE WITH THE EXECUTIVE ORDER AND THE REGULATIONS AT 41 C.F.R. PART 60-4 SHALL BE BASED ON ITS IMPLEMENTATION OF THE EQUAL OPPORTUNITY CLAUSE, SPECIFIC AFFIRMATIVE ACTION OBLIGATIONS REQUIRED BY THE SPECIFICATIONS SET FORTH AT 41 C.F.R. 60-4.3(a), AND ITS EFFORTS TO MEET THE GOALS. THE HOURS OF MINORITY AND FEMALE EMPLOYMENT AND TRAINING MUST BE SUBSTANTIALLY UNIFORM THROUGHOUT THE LENGTH OF THE CONTRACT, AND IN EACH TRADE, AND THE CONTRACTOR SHALL MAKE A GOOD FAITH EFFORT TO EMPLOY MINORITIES AND WOMEN EVENLY ON EACH OF ITS PROJECTS. THE TRANSFER OF MINORITY OR FEMALE EMPLOYEE OR TRAINEES FROM CONTRACTOR TO CONTRACTOR OR FROM PROJECT TO PROJECT FOR THE SOLE PURPOSE OF MEETING THE CONTRACTOR'S GOALS SHALL BE A VIOLATION OF THE CONTRACT, THE EXECUTIVE ORDER, AND THE REGULATIONS IN AT 41 C.F.R. PART 60-4. COMPLIANCE WITH THE GOALS WILL BE MEASURED AGAINST THE TOTAL WORK HOURS PERFORMED.

(3) THE CONTRACTOR SHALL PROVIDE WRITTEN NOTIFICATION TO THE DIRECTOR OF THE OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS WITHIN 10 WORKING DAYS OF AWARD OF ANY CONSTRUCTION SUBCONTRACT IN EXCESS OF \$10,000 AT ANY TIER FOR CONSTRUCTION WORK UNDER THE CONTRACT RESULTING FROM THIS SOLICITATION. THE NOTIFICATION SHALL LIST THE NAME, ADDRESS, AND TELEPHONE NUMBER OF THE SUBCONTRACTOR; ESTIMATED DOLLAR AMOUNT OF THE SUBCONTRACT; ESTIMATED STARTING AND COMPLETION DATES OF THE SUBCONTRACT; AND THE GEOGRAPHICAL AREA IN WHICH THE SUBCONTRACT IS TO BE PERFORMED.

- (4) AS USED IN THIS NOTICE, AND IN THE CONTRACT RESULTING FROM THIS SOLICITATION, THE "COVERED AREA" IS ***(SEE NOTICE TO BIDDERS)***.

APPENDIX NO. 2

THE COMMONWEALTH OF MASSACHUSETTS

SUPPLEMENTAL EQUAL EMPLOYMENT OPPORTUNITY ANTI DISCRIMINATION AND AFFIRMATIVE ACTION PROGRAM

- I. FOR PURPOSES OF THIS CONTRACT, "minority" refers to Asian-Americans, Blacks, Spanish Surnamed Americans, North American Indians, and Cape Verdeans. "Commission" refers to the Massachusetts Commission Against Discrimination.
- II. During the performance of this contract, the Contractor and all of (his) Subcontractors (hereinafter collectively referred to as the Contractor), for himself, his assignees, and successors in interest, agree as follows:
 1. In connection with the performance of work under this contract, the Contractor shall not discriminate against any employee or applicant for employment because of race, color, religious creed, national origin, age or sex. The aforesaid provision shall include, but not be limited to, the following: employment upgrading, demotion, or transfer; recruitment advertising, recruitment layoff; termination; rates of pay or other forms of compensation, conditions or privileges of employment; and selection for apprenticeship. The Contractor shall post hereafter in conspicuous places, available for employees and applicants for employment, notices to be provided by the Commission setting forth the provisions of the Fair Employment Practices Law of the Commonwealth (M.G.L. Chapter 151B).
 2. In connection with the performance of work under this contract, the Contractor, shall undertake in good faith affirmative action measures designed to eliminate any discriminatory barriers in the terms and conditions of employment on the grounds of race, color, religious creed, national origin, age or sex, and to eliminate and remedy any effects of such discrimination in the past. Such affirmative action shall entail positive and aggressive measures to ensure equal opportunity in the areas of hiring, upgrading, demotion or transfer, recruitment, layoff or termination, rate of compensation, and in service or apprenticeship training programs. This affirmative action shall include all action required to guarantee equal employment opportunity for all persons, regardless of race, color, religious creed, national origin, age, or sex. A purpose of this provision is to ensure to the fullest extent possible an adequate supply of skilled tradesmen for this and future Commonwealth public construction projects.
- III.
 1. As part of his obligation of remedial action under the foregoing section, the Contractor shall maintain on this project a not less than 15.3 percent ratio of minority employee man hours to total man hours in each job category, including but not limited to bricklayers, carpenters, cement masons, electricians, ironworkers, operating engineers, and those "classes of work enumerated in Section 44F of Chapter 149 of the Massachusetts General Laws.
 2. In the hiring of minority journeymen, apprentices, trainees and advanced trainees, the Contractor shall rely on referrals from a multi employer affirmative action program approved by the Commission, traditional referral methods utilized by the construction industry, and referrals from agencies, not more than three in number at any one time, designated by the Liaison Committee or the Commission.
- IV. 1. At the discretion of the Commission there may be established for the life of this contract a body to be known as the Liaison Committee. The Liaison Committee shall be composed of one representative each from the agency or agencies administering this project, herein after called the administering agency, the Commission and such other representatives as may be designated

by the Commission in conjunction with the administering agency.

2. The Contractor (or his agent, if any, designated by him the on-site equal employment opportunity officer) shall recognize the Liaison Committee as an affirmative action body, and shall establish a continuing working relationship with the Liaison Committee, consulting with the Liaison Committee on all matters related to minority recruitment, referral, employment and training.
3. The Contractor shall prepare projected manning tables on a quarterly basis. These shall be broken down into projections, by week, of workers required in each trade. Copies shall be furnished one week in advance of the Commencement of the period covered, and also when updated, to the Commission and Liaison Committee.
4. Records of employment referral orders, prepared by the Contractor, shall be made available to the Commission and to the Liaison Committee on request.
5. The Contractor shall prepare weekly reports in a form approved by the Commission of hours worked in each trade by each employee, identified as minority or non-minority. Copies of these shall be provided at the end of each such week to the Commission and to the Liaison Committee.

V. If the Contractor shall use any subcontractor on any work performed under this contract, he shall take affirmative action to negotiate with qualified minority subcontractors. This affirmative action shall cover both pre-bid and postbid periods. It shall include notification to the Office of Minority business Assistance (within the Executive Office of Communities and Development) or its designee, when bids are in preparation, of all products, work or services for which the Contractor intends to negotiate bids.

VI. **Not Used**

VII. A designee of the Commission and a designee of the Liaison Committee shall each have right of access to the construction site.

VIII. Compliance with Requirements

The Contractor shall comply with the provisions of Executive Order No. 74, as amended by Executive Order No. 116 dated May 1, 1975, and of Chapter 151B as amended, of the Massachusetts General Laws, both of which are herein incorporated by reference and made a part of this contract.

IX. Non-Discrimination

The Contractor, in the performance of all work after award, and prior to completion of the contract work, will not discriminate on grounds of race, color, religious creed, national origin, age or sex in employment practices, in the selection or retention of subcontractors, or in the procurement of materials and rentals of equipment.

X. Solicitations for Sub-Contracts, and for the Procurement of Materials and Equipment

In all solicitations either by competitive bidding or negotiation made by the Contractor either for work to be performed under a subcontract or for the procurement of materials or equipment each potential subcontractor or supplier shall be notified in writing by the Contractor of the Contractor's obligations under this contract relative to non-discrimination and affirmative action.

XI. Bidders Certification Requirement

For Bidders Certification Requirements, please refer to the Form for Bid included in the Proposal Form for this Contract.

XII. Contractor's Certification

The Contractor's certification form must be signed by all successful low bidder(s) prior to award by the contracting agency.

XIII. Compliance - Information, Reports and Sanctions

1. The Contractor will provide all information and reports required by the administering agency or the Commission on instructions issued by either of them and will permit access to its facilities and any books, records, accounts and other sources of information which may be determined by the Commission to affect the employment of personnel. This provision shall apply only to information pertinent to the Commonwealth's supplementary affirmative action contract requirements. Where information required is in the exclusive possession of another who fails or refuses to furnish this information, the Contractor shall so certify to the administering agency or the Commission as appropriate and shall set forth what efforts he has made to obtain the information.
2. Whenever the administering agency, the Commission, or the Liaison Committee believes the General Contractor or any Subcontractor may not be operating in compliance with the terms of this Section, the Commission directly, or through its designated agent, shall conduct an appropriate investigation, and may confer with the parties, to determine if such contractor is operating in compliance with the terms of this Section. If the Commission or its agent finds the General Contractor or any subcontractor not in compliance, it shall make a preliminary report on non-compliance, and notify such Contractor in writing of such steps as will in the judgement of the Commission or its agent bring such Contractor into compliance. In the event that such Contractor fails or refuses to fully perform such steps, the Commission shall make a final report of noncompliance, and recommend to the administering agency the imposition of one or more of the sanctions listed below. If, however, the Commission believes the General Contractor or any Subcontractor has taken or is taking every possible measure to achieve compliance, it shall not make a final report of noncompliance. Within fourteen days of the receipt of the recommendations of the Commission, the administering agency shall move to impose one or more of the following sanctions, as it may deem appropriate to attain full and effective enforcement:
 - (a) The recovery by the administering agency from the General Contractor of 1/100 of 1% of the contract award price or \$1000 whichever sum is greater, in the nature of liquidated damages or, if a Subcontractor is in non-compliance, the recovery by the administering agency from the General Contractor, to be assessed by the General Contractor as a back charge against the Subcontractor, of 1/10 of 1% of the subcontract price, or \$400 whichever sum is greater, in the nature of liquidated damages, for each week that such party fails or refuses to comply;
 - (b) The suspension of any payment or part thereof due under the contract until such time as the General Contractor or any Subcontractor is able to demonstrate his compliance with the terms of the contract;
 - (c) The termination, or cancellation, of the contract, in whole or in part, unless the General Contractor or any Subcontractor is able to demonstrate within a specified time his compliance with the terms of the contract;
 - (d) The denial to the General Contractor or any Subcontractor of the right to participate in any future contracts awarded by the administering agency for a period of up to three years.
3. If at any time after the imposition of one or more of the above sanctions a Contractor is able to demonstrate that he is in compliance with this Section, he may request the administering agency, in consultation with the Commission, to suspend the sanctions conditionally, pending a

final determination by the Commission as to whether the Contractor is in compliance. Upon final determination of the Commission, the administering agency, based on the recommendation of the Commission, shall either lift the sanctions or reimpose them.

4. Sanctions enumerated under Sections XIII-2 shall not be imposed by the administering agency except after an adjudicatory proceeding, as that term is used M.G.L. c. 30A, has been conducted. No investigation by the Commission or its agent shall be initiated without prior notice to the Contractor.

XIV. Severability

The provisions of this section are severable, and if any of those provisions shall be held unconstitutional by any court of competent jurisdiction, the decision of such court shall not affect or impair any of the remaining provisions.

Contractor's Certification

A contractor will not be eligible for award of a contract unless such contractor has submitted the following certification, which is deemed a part of the resulting contract:

CONTRACTOR'S CERTIFICATION

Contractor certifies

that:

1. it intends to use the following listed construction trades in the work under the contract
 and
2. will comply with the minority manpower ratio and specific affirmative action steps contained herein; and
3. will obtain from each of its subcontractors and submit to the contracting or administering agency prior to the award of any subcontract under this contract the subcontractor certification required by these bid conditions.

(Signature of authorized representative of contractor)

B. Subcontractors' Certification

Prior to the award of any subcontract, regardless of tier, the prospective subcontractor must execute and submit to the Prime Contractor the following certification, which will be deemed a part of the resulting subcontract:

SUBCONTRACTORS' CERTIFICATION

Subcontractor

certifies that:

1. it intends to use the following listed construction trades in the work under the subcontract and
2. will comply with the minority manpower ratio and specific affirmative action steps contained herein; and
3. will obtain from each of the subcontractors prior to the award of any subcontract under this subcontract the subcontractor certification required by these bid conditions.

(Signature of authorized representative of subcontractor)

In order to ensure that the said subcontractors certification becomes a part of all subcontracts under the prime contract, no subcontract shall be executed until an authorized representative of the state agency (or agencies) administering this project has determined, in writing, that the said certification has been incorporated in such subcontract, regardless of tier. Any subcontract executed without such written approval shall be void.

**CONSTRUCTION SPECIFICATIONS
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SECTION 01010-SBE

SUMMARY OF THE WORK

PART 1 - GENERAL

1.1 GENERAL

- A. The Work shall be performed in accordance with the following documents as issued by the Massachusetts Bay Transportation Authority:
 - 1. The Standard Specification which includes the Instructions to Bidders, General Conditions; and Divisions 1 through 16.
 - 2. The Contract Specifications which includes the Notice to Bidders; Instructions to Bidders; Form for Bid; Various forms and exhibits; Supplementary Conditions; Federal and State requirements; and applicable Sections of Divisions 1 through 16.

1.2 CONTRACT DESCRIPTION, COMMENCEMENT AND COMPLETION TIMES

- A. Work consists of replacing existing and installing new concrete sidewalk, pavement, and pedestrian ramps systemwide. Work locations will be determined on an as-needed basis and communicated to the Contractor. The Supplementary Conditions of the Contract Specifications will contain times for commencement and completion.

PART 2 - PRODUCTS

Not Used.

PART 3 - EXECUTION

Not Used.

PART 4 - MEASUREMENT AND PAYMENT

Not Used.

END OF SECTION

SECTION 01020-SBE

ALLOWANCES

PART 1 - GENERAL

1.1 DESCRIPTION OF WORK

- A.** Work Included: This Section specifies allowances for all services, personnel, labor, materials, and equipment necessary to perform the work as specified herein. The Contractor shall include in his bid proposal the allowance for each item listed. Except for when the Contractor performs the work, he shall not add any Contractor markups, including overhead and profit, except as noted, to these allowance items. The work is further specified in Section 01010 - SUMMARY OF WORK and in the applicable Construction Specifications sections referenced herein.

1.2 ALLOWANCE ITEMS

- A.** Section 01570 - TRAFFIC OFFICERS SERVICES. Include an allowance amount of \$50,000 for Traffic Officers Services - Item No. 0130.430.
- B.** Section 00700- RISK ALLOWANCE-An allowance of contingency funds which is included in a line item in the Contract. The use of this allowance is solely at the discretion of the Authority and will be authorized only through execution of a Risk Reallocation in accordance with Section 00700 GENERAL CONDITIONS, Article 4.4 Changes in the Work. Include an allowance amount of \$140,000 for Risk Allowance – Item No. 6500.000 – for Changes in the Work issued and executed in accordance with Section 00700 General Conditions, Article 4.4

1.3 MEASUREMENT

- A.** Allowances will be made to reimburse the Contractor for work and materials performed and supplied by the Contractor and others as specified herein and as further specified in the applicable Construction Specifications Sections.

1.4 PAYMENT

- A.** Before permitting work to begin under any allowance, the Contractor shall request an itemized written estimate of cost from the Railroad, utility companies, private firms, subcontractors, and City and State agencies for the work to be performed. The Contractor shall submit these written estimates to the Owner for review and approval. For work performed by the Contractor, he shall be reimbursed in accordance with Section 01150 - MEASUREMENT AND PAYMENT, Part 1 “Payment for Extra Work” Article. No payments exceeding the approved amounts will be made by the Owner.
- B.** Payment for allowances will be based upon receipted invoices and signed receipts, without charges for Contractor overhead and profit (except when the Contractor performs the work), submitted for the actual work performed.

- C. The Contractor shall submit receipted copies of itemized invoices for such work to the Owner for partial payments. Payment will be based upon receipted invoices and signed receipts from the utility companies, private firms, Railroad, subcontractors, or the City and/or State agencies to the Contractor, four copies of which shall be submitted to the Owner.
- D. The final payment for allowances under this Contract will be withheld until the Contractor has paid each affected utility company, private firm, Railroad, subcontractor, or City and/or State agency for all costs in connection with work specified herein.
- E. Each allowance will be adjusted to the actual amount paid by the Contractor for such work done.
- F. The Contractor shall make all arrangements with the appropriate Railroad for Railroad employees required for inspection, flagging and protective services on account of the operations of the Contractor. The Contractor shall notify the Railroad 72 hours prior to the need of such services. The Contractor will assume the costs charged by the Railroad in the first instance, but he will be reimbursed by the Owner.

1.5 PAYMENT ITEMS

ITEM NO.	DESCRIPTION	UNIT
0130.430	Traffic Offices Services	AN
6500.000	Risk Allowance	RA

END OF SECTION

SECTION 01070-SBE

ABBREVIATIONS AND DEFINITIONS

PART 1 - GENERAL

1.1 DESCRIPTION OF WORK

- A. Work Included: This section specifies abbreviations for standards and trade associations and definition of technical terms.

1.2 ABBREVIATIONS AND NAMES

- A. The following abbreviations as referenced in the Contract Documents are defined to mean:

1.	AA	Aluminum Association
2.	AAN	American Association of Nurserymen
3.	AAR	Association of American Railroads
4.	AASHTO	American Association of State Highway and Transportation Officials
5.	ACI	American Concrete Institute
6.	AGC	Associated General Contractors of America
7.	AI	Asphalt Institute
8.	AIA	American Institute of Architects
9.	AISC	American Institute of Steel Construction
10.	AISI	American Iron and Steel Institute
11.	AMCA	Air Moving and Conditioning Association
12.	ANSI	American National Standards Institute
13.	APA	American Plywood Association
14.	ARA	American Railway Association
15.	AREA	American Railway Engineering Association
16.	ARI	American Refrigeration Institute
17.	ASCE	American Society of Civil Engineers
18.	ASHRAE	American Society of Heating, Refrigerating and Air-Conditioning Engineers
19.	ASLA	American Society of Landscape Architects
20.	ASME	American Society of Mechanical Engineers
21.	ASTM	American Society for Testing and Materials
22.	AWG	American Wire Gauge
23.	AWPA	American Wood-preservers' Association
24.	AWPI	American Wood-Preservers' Institute
25.	AWWA	American Water Works Association
26.	AWS	American Welding Society
27.	CISPI	Cast Iron Soil Pipe Institute
28.	CRSI	Concrete Reinforcing Steel Institute
29.	DOT	U.S. Department of Transportation
30.	EEI	Edison Electric Institute
31.	EIA	Electronic Industries Association

32.	EPA	U.S. Environmental Protection Agency
33.	FHWA	Federal Highway Administration, Department of Transportation
34.	FSS	Federal Specifications and Standards
35.	FTA	Federal Transit Administration
36.	GSA	General Services Administration
37.	HUD	U.S. Department of Housing and Urban Development
38.	IACS	International Annealed Copper Standard
39.	IEEE	Institute of Electrical and Electronic Engineers
40.	IES	Illuminating Engineering Society
41.	IMSA	International Municipal Signal Association
42.	IPCEA	Insulated Power Cable Engineers Association
43.	ITE	Institute of Transportation Engineers
44.	JIC	Joint Industrial Council
45.	MBTA	Massachusetts Bay Transportation Authority
46.	NAAM	National Association of Architectural Manufacturers
47.	NBC	National Building Code
48.	NBS	National Bureau of Standards
49.	NEC	National Electric Code
50.	NEMA	National Electrical Manufacturers' Association
51.	NESC	National Electrical Safety Code
52.	NET&T	New England Telephone & Telegraph Company
53.	NFPA	National Fire Protection Association
54.	NLMA	National Lumber Manufacturers' Association
55.	OSHA	United States Department of Labor, Occupation Safety and Health Administration; and Occupation Safety and Health Act
56.	PCA	Portland Cement Association
57.	PCI	Prestressed Concrete Institute
58.	PEI	Porcelain Enamel Institute
59.	SAE	Society of Automotive Engineers
60.	SMACNA	Sheet Metal and Air Conditioning Contractors National Association
61.	SJI	Steel Joist Institute
62.	SSPC	Steel Structures Painting Council
63.	UBC	Uniform Building Code of the International Conference of Building Officials
64.	UL	Underwriters' Laboratories, Inc.
65.	USSG	United State Standard Gauge

1.3 PUBLICATION DATES

- A. Except as otherwise indicated, where compliance with an industry or trade association standard is required, comply with the standard in effect as of the date of the Contract Documents.

1.4 DEFINITION OF TERMS

- A. Wherever in the Contract Documents the following technical terms or pronouns in place of them are used, the intent and meaning shall be:
1. Aerial Structure - Any MBTA System structure other than a culvert, which carries transit tracks and spans above an earth or water surface.

2. Alignment - Horizontal and vertical location of a track, street or highway as described by curves and tangents.
3. Ballast - Specified material placed on the track bed to hold the track in line and elevation.
4. Base - A layer of material of planned thickness placed immediately below the pavement or surface.
5. Basement Material - Material in excavations or embankments, underlying the lowest layer of subballast, ballast, base, pavement, or other specified layer which is to be placed.
6. Bridge - A structure, other than a culvert, which carries railroad, highway, pedestrian, or other traffic, or a utility facility, and spans above an earth or water surface.
7. Culvert - A structure, other than a bridge or aerial structure, which provides an opening under a track or roadway for drainage or other purpose.
8. Frontage Road-A Street or road generally paralleling a portion of the MBTA System for service to abutting or adjacent property.
9. Gauge (Track) - Distance between the inside faces of rails and measured 5 inches below the top of the center line of heads of running rails and at right angles thereto.
10. Guard Rail (Track) - A rail or other structure laid parallel with the running rails of a track to contain wheels after derailment, or to hold wheels in correct alignment to prevent their flanges from striking the points of turnout or crossing frogs or the points of switches.
11. Highway, Road, Street - Each is a term denoting a public vehicular way and includes the entire area within their right-of-way.
12. Layout Plans - Plans showing layout (location) lines, property lines, corner markers, names of property owners, and the location of bounds.
13. Location Lines -Lines indicating the limits of the Right-of-Way.
14. Material - Any substances specified for use in the construction of the Contract and its appurtenances.
15. Median - That portion of a divided highway separating traffic moving in opposite directions.
16. Pavement - Uppermost material placed on the traveled way or shoulders of a road or on a parking area. This term is used interchangeably with surfacing.
17. Right-of-Way - A Term denoting land and property, and interest therein, acquired by the Owner for construction of the MBTA System.
18. Running Rail - Rail or surface on which the tread of the wheels of rail vehicles bear.
19. Shoulder (Track) - That portion of the track subgrade or subballast which, when the track is in cut, lies between the ballast-covered portion and the ditch and, when the track is on embankment, lies between the ballast-covered portion and top of slope.
20. Sieves - All sieves referred to in the Specifications shall be standard woven wire cloth sieves and conform to the requirements of AASTHO Designation M92.
21. Subballast - Specified material placed on the finished subgrade and below the ballast.
22. Subbase - A layer or layers of specified material of planned thickness between the base and the basement material.
23. Subgrade (Pavement) - That area on which pavement, surfacing, base, or subbase is placed.
24. Subgrade (Track) - Finished surface of the track bed below the ballast or subballast.
25. Substructure - All that part of an aerial structure or bridge below the bridge seats, tops of piers, haunches of rigid frames, or below the spring lines of arches. Backwalls and parapets of abutments and wing walls of bridges shall be considered as parts of the substructure.
26. Subway - That portion of a MBTA Transit System line which is constructed beneath and approximately parallel to the ground surface regardless of its method of construction.
27. Superelevation - Vertical distance measured at the centerline of the rails that the outer rail is above the inner rail.

- 28. Superstructure - All that part of an aerial structure or bridge above the bridge seats, tops of piers, haunches of rigid frames, or above the spring lines of arches, including the floor, and not including the substructure.
- 29. Top of Rail Profile - Profile line representing the elevation of the top of running surface of rails. Where superelevation occurs, top of rail profile represents the inside lower running rail, unless otherwise indicated.
- 30. Track Bed - That portion of a MBTA Transit System line between the curb lines or outside boundaries of ballast or track support slab.
- 31. Trackway - That portion of a MBTA System line between outside of curbs where track is on aerial structure, tunnel, or subway; and between outside of cut slopes or parallel drainage ditches where track is at grade, including apportioning drainage structures.
- 32. Trackwork - Rails, switches, frogs, crossings, fastenings, pads, ties and ballast over which transit or railroad cars or trains are operated.

1.5 ADDITIONAL DEFINITIONS

- A. See the General Conditions and other sections of the Specifications

PART 2 - PRODUCTS

Not Used.

PART 3 - EXECUTION

Not Used.

PART 4 - MEASUREMENT AND PAYMENT

Not Used.

END OF SECTION

SECTION 01150

MEASUREMENT AND PAYMENT

1.1 DESCRIPTION OF WORK

- A. Work Included: This Section specifies the general requirements for Measurement and Payment.
- B. Provisions of this Section are augmented by the measurement and payment provisions for specific classifications of construction, materials, and services as specified in the applicable sections of these Standard Specifications, the Contract Specifications, the MBTA Contractor's Change Order Manual and as listed in the Bid Form for a specific contract.

1.2 MEASUREMENT OF QUANTITIES

- A. Quantities of various items of work provided shall be determined, for purposes of payment, by the Owner and by the Contractor for purposes of the certification(s) of work provided that are required by the provisions of Article 1.06.
- B. Upon the completion of Work and before final payment is made the Owner will make final measurement to determine quantities of various items of work performed, as the basis for final settlement. Measurements will be made according to United State standard units of measurement.
- C. Method of measurement and computations to be used in determination of quantities of material furnished and of work provided under the Contract will be those methods generally recognized as conforming to good engineering practice.
- D. Unless otherwise specified, the following shall apply:
 - 1. Longitudinal measurements for area computations will be made horizontally and transverse measurements will be the neat dimensions shown on the Drawings or ordered in writing by the Owner. Deductions will not be made for individual fixtures having an area of 9 square feet or less.
 - 2. Structures will be measured according to neat lines indicated or as ordered in writing, unless otherwise specified. Concrete and masonry will be measured and accurately computed by dividing the work into simple geometrical figures and adding their volumes.
 - 3. Items which are measured by the linear foot, such as guardrail, underdrains, and the like, will be measured parallel to the base or foundation upon which such structures are placed, unless otherwise indicated or specified.
 - 4. In computing volumes of excavation, embankment or borrow, methods utilizing electronic computation, planimeters or other accepted engineering procedures having general acceptance in the engineering profession will be used. When measurement is based on cross sectional area, average end area method will be used.
 - 5. Allowance will not be made for surfaces laid over a greater area than those indicated, or for any material moved from outside the area of cross section and lines shown on the Drawings except when specifically authorized by the Owner.

6. The term "gauge" when used in connection with the measurement of plates, will mean the U.S. Standard Gauge, except that when reference is made to the measurements of galvanized or aluminum sheets used in the manufacture of corrugated metal pipe, metal plate culverts and arches, metal cribbing and corrugated aluminum pipe, the term "gauge" will mean that specified in AASHTO Designations M36, M167, M196 or M197.
7. When the term "gauge" refers to the measurement of wire, it will mean the wire gauge specified in AASHTO Designation M32.
8. The term "pound" when used in the measurement or payment of any material or work, will mean 16 ounces avoirdupois, based on computed or scale weight.
9. The term "ton" when used in the measurement or payment of any material or work, will mean the short tone consisting of 2,000 pounds avoirdupois. When applicable, materials measured in pounds will be converted to tons.
10. Materials which are specified for measurement by weight shall be weighed on standard scales furnished by and at the expense of the Contractor. Such scales shall be sealed at the expense of the Contractor as often as is necessary to insure their accuracy. A sworn weigher to be compensated by the Contractor shall weigh materials required to be weighed as above provided. Weighing of such materials may be witnessed by the Owner. If materials are shipped by rail or trucks, the car weights or quarry weights may be accepted but scales shall be used as above, if so directed. Weight slips shall be provided for each shipment of material weighed. Each weight slip shall be signed by the sworn weigher. Weight slips will be countersigned on delivery by the Owner and no weight slip not so countersigned will be included for payment under the Contract.
11. When requested by the Contractor and approved by the Engineer in writing, material specified to be measured by the cubic yard may be weighed and such weights will be converted to cubic yards for payment purposes. Factors for conversion from weight measurement to volume measurement will be determined by the Engineer and shall be agreed to by the Contractor before such method of measurement to pay quantity is used.
12. Bituminous materials, where specified to be paid for separately, will be measured for payment by the gallon, or by the ton and converted to gallons.
13. Bitumen delivered in tank trucks or tank feeders shall be weighed on scales and the volume computed on the basis of a current tabulation of "Weights per Gallon of Bituminous Materials," as approved by the Authority.
 - a. Provisions for weighing bitumen shall conform to the requirements of Article 1.2 D.10 above.
 - b. Bitumen delivered in tank cars, when not actually weighed, shall be measured by volume at loading temperature, and this quantity converted to the volume at the applying temperature. Coefficient of expansion or contraction per degree F shall be .00035 for asphalt, .00025 for asphaltic emulsions, .0004 for cutback asphalt and .0003 for tar.
 - c. In no case shall the total number of gallons of bituminous material for any car be in excess of the United States Interstate Commerce

Commission's rating for the car, plus the expansion based on the volumetric change between the loading and the specific application temperature.

- d. Only the quantity of bituminous material actually placed in the Work and accepted will be considered in determining the amount due the Contractor.
- 14. Where specified to be paid for separately, Portland cement will be measured by the bag or barrel as indicated. A bag of cement shall contain 94 pounds net and shall be considered equal to 1 cub foot. A barrel of cement shall weigh 376 pounds net.
- 15. Timber will be measured by the 1,000 feet board measure (M.F.B.M.) actually incorporated in the structure. Measurement will be based on nominal widths and thicknesses and the extreme length of each piece.
- 16. The term "each," when used as an item of payment, such as project markers, right-of-way monuments, and the like, will mean complete payment for the work prescribed for that item.
- 17. The term "lump sum," when used as an item of payment, will mean complete payment for the work prescribed for that portion of the Contract work under the item, or all work prescribed in the Contract, as the case may be.
- 18. When a complete structure or structural unit (in effect, "lump sum" work) is specified as the unit of measurement, the unit will be construed to include all necessary fittings and accessories.
- 19. The Quantities may be shown on the Contract Drawings for items for which lump sum is the method of measurement. If shown, the quantities are approximate and are shown for estimating purposes only. The Contractor shall ensure that the lump sum price, whether the base bid or lump sum breakdown per Activity (see Construction Schedule specifications), includes all labor, equipment and material to provide the Work complete in place.
- 20. The term "complete in place," when used in the measurement and payment provisions, means the completion of the contract item, including the furnishing of all materials, equipment, tools, labor and work incidental thereto, unless otherwise specified.
- 21. Rental of equipment will be measured by hours of actual working time and necessary traveling time of the equipment within limits of the Contract or between the source of supply and contract site (but not exceeding 100 miles) except when special conditions or other agreements make some other method of measurement desirable and is specified. (Also see Article 1.4B of this Section 01150)
- 22. When standard manufactured items are specified such as fence, wire, plates, rolled shapes, culvert pipe, and the like, and these items are identified by gauge, unit weight, section dimensions, or other measurements, such identification will be considered to be nominal weights or dimensions. Unless more stringently controlled by tolerances in cited specifications, manufacturing tolerances established by the industries involved will be accepted.

1.3 SCOPE OF PAYMENTS

- A. The Authority will pay and the Contractor shall receive and accept the compensation as provided in the Schedule of Prices, in full payment for furnishing all materials, labor, tools and equipment and for performing all work contemplated and embraced under the Contract; also for all loss or damage arising out of the nature of the Work, or from the action of the elements (except as specified in General Conditions), or from any unforeseen difficulties or obstructions which may arise or be encountered during the prosecution of the Work (except as set forth in General Conditions) until its final approval by the Authority, and for all risks of every description connected with the prosecution of the Work; also for all expenses incurred by or in consequence of the suspension or discontinuance of the said prosecution of the Work (except as provided in General Conditions), and for any infringement of patent, trademark or copyright, and for completing the Work in an acceptable manner according to the Contract Documents.
- B. Payment of any current estimate, or any retained percentage shall in no way constitute an acknowledgment of the acceptance of the Work or in no way or degree prejudice or affect the obligation of the Contractor, at his own cost and expense, to repair, correct, renew or replace any defects and imperfections in the construction of, or in the strength of, or quality of materials used in or about the construction of the Work under Contract and its appurtenances, as well as damages due or attributable to such defects; which defects, imperfections or damages shall have been discovered on or before the expiration of the one year guaranty period specified in General Conditions- The Owner shall be the sole judge of such defects, imperfections, or damages and the Contractor shall be liable to the Authority for failure to correct the same as provided herein. (Also refer to the General Conditions)
- C. If the "measurement and payment" clause in the Construction Specifications relating to any price in the Bid Form requires that said price cover and be considered compensating for certain work or material essential to the item, this same work or material will not also be measured or paid for under any other pay item which may appear elsewhere in the Specifications.
- D. Except as specifically provided otherwise, no separate payment will be made for any work in fulfillment of the requirements of these Division 1, General requirements nor of the respective Specifications relating thereto, and all cost thereof shall be included in the various prices bid or the pay items scheduled in the Bid Form.

1.4 COMPENSATION FOR ALTERED QUANTITIES

- A. When the accepted quantities of work vary from the estimated quantities set forth in the Contract, and whether or not there have been any changes in plans, the Contractor shall accept as payment in full, so far as contract items are concerned, payment at the original contract prices for the accepted quantities of work done. No allowance or other adjustment except as provided in General Conditions Section 00700 shall be made for any increased expense, loss of expected reimbursement, or loss of anticipated profits suffered or claimed by the Contractor resulting either directly from such alterations or indirectly from unbalanced allocation among the contract items of overhead expense on the part of the Contractor and subsequent loss of expected reimbursements therefore or from any other cause except the said payment for the actual quantity done at the original contract unit price.
- B. When the accepted quantities of work reach 75% of the quantities in the Bid Form and the Contractor anticipates that known work will require a quantity of units in excess of the units in the bid, the Contractor shall notify the Authority that additional quantities of work will be required and submit a proposed cost to complete the work in excess of the bid units. Once

agreement is reached for the extra work, a Change Order will be issued in accordance with this Section and the Contractor Change Order Manual.

- C. The Contractor is obligated to bid work in a responsive and responsible manner. Prices proposed for the work must be realistic. During the bid evaluation process, bids that are weighted with unrealistically high values for work at the beginning of the Contract and/or bids that carry unrealistically high or low unit prices may be considered nonresponsive or non-responsible

1.5 PAYMENT FOR EXTRA WORK [SEE the MBTA CONTRACTOR CHANGE ORDER MANUAL]

1.6 OMITTED ITEMS

A. Should any item or items of Contract work be determined unnecessary for the proper completion of the Work, the Authority may, upon written notice to the Contractor, eliminate such item or items from the Contract and allowance will not be made for such items so eliminated in making final payment to the Contractor, except for such actual work as shall be done and materials purchased, including the cost of moving in and out the special equipment necessary for work on the eliminated item or items, prior to notification of the elimination of such item or items. The amount of the credit to the Authority shall be determined in a similar manner as described above for payments for extra work, except as provided by the Contractor Change Order Manual. This Article shall also apply to work eliminated from the Contract Documents in the form of a lump sum credit to the Owner.

1.7 PROGRESS PAYMENTS

- A. Monthly, the Owner will make an estimate in writing of the total amount of the work done to the date of such estimate and the value thereof, including advance payments on materials stores or on hand but not yet incorporated in the Work which may be made as provided in Article 1.7 of this Section. The Authority will retain the following from these payments:
 - 1. Five percent of the approved amount of the payment to secure satisfactory performance of the Contract Work.
 - 2. An amount sufficient to cover claims it has against the Contractor.
 - 3. An amount sufficient to cover all demands for direct payment filed by subcontractors under Chapter 30 Section 39F of the General Laws of the Commonwealth.
 - 4. Five percent of the value of all items to be planted in the ground.

The Owner will pay monthly to the Contractor while carrying on the work the balance not retained as hereinbefore provided. No such estimates or payment shall be required to be made when, in the Owner's judgment, the work is not proceeding in accordance with the provisions of the Contract, or when in his judgment the total value of the work done since the last estimate amounts to less than \$500.00.

- B. The Owner may, at its option, after 50 percent of the Work has been completed and (1) if the work is proceeding in accordance with the approved CPM Construction Plan submitted under the Construction Schedule specifications and (2) is being performed in accordance with the

Specifications and the Contract, not retain the 5 percent to secure satisfactory performance of the Contract Work as provided in of this Section 01150 on any subsequent payments. The contractor must formally request and seek approval from the Owner to stop retaining the 5 percent. The MBTA Project Office must also submit a memorandum to formally request approval from Contract Administration on the releasing of the 5 percent retainage. However, if the Authority does not retain these monies, it will reimpose this 5 percent retainage on all subsequent payments should the Contractor fail to maintain progress in accordance with the Contract and approved schedule or fail to execute the Work as required by the Specifications and Contract. Retainages withheld under A (2) and (3) will remain in effect throughout the Contract Work period as detailed therein. Retainage withheld under A (4) for plantings will be retained until Final Acceptance

- C. Partial payments will be made on lump sum contracts, and on lump sum items of a contract if the Contractor requests partial payment of such an item, in accordance with a schedule of the quantities and unit prices for the major components of a lump sum contract or of the lump sum items of a contract, to be submitted by the Contractor and approved by the Owner prior to making partial payments for such contract or for such items. For lump sum contracts, this schedule of major components shall approximate the activities shown on the CPM Construction Plan required by the Construction Schedule specification. Each component part shall be considered as including all its concomitance so that the total cost listed for the components is the contract cost for the item. Approval of the schedule by the Owner shall not be considered as a guarantee to the Contractor that the quantities shown on the schedule are the approximate quantities actually included in the lump sum items. The schedule is only for the purpose of estimating partial payments, and it shall not affect the contract terms in any way.
- D. The Contractor shall certify in writing on forms approved by the Owner that the work for which payment is included in the estimate in question, has in fact been done.
- E. Whenever the Work is substantially complete, the Owner may, if it considers the amount retained to be in excess of the amount adequate for its protection, at its discretion, release to the Contractor all or a portion of such excess amount and may cause the Contractor to be paid, temporarily or permanently, from time to time, such portion of the reserve as it deems prudent.
- F. When a subcontractor's work is satisfactorily completed as discussed in Appendix 3 of Section 00800, the Contractor may invoice the Owner for the full amount of the subcontractor's retainage with appropriate backup, including, but not limited to, a copy of the retainage provision in the subcontract, and evidence that the subcontractor's work is satisfactorily completed.
- G. When the first partial payment estimate is prepared, the Contractor shall submit to the Owner a cash drawdown forecast indicating the estimated amount of each partial payment by month, projected through completion of the project. The Contractor shall, with each succeeding partial payment estimate, submit updated cash drawdown forecasts to the Owner. The forecast is for the purpose of estimating cash requirements.
- H. Massachusetts Bay Transportation Authority-Statement of Payment to Subcontractors Form is included at the end of this Section 01150. It must be completed and signed by authorized contractor representative and submitted to the Authority with each payment request.
- I. Massachusetts Bay Transportation Authority – Sworn Statement of Account and Partial Release form is included as an appendix to the MBTA Project Controls Manual. The most recent edition of the Project Controls Manual can be found on the owner's web site. A link to the

Project Controls Manual can be provided upon request. The Sworn Statement of Account form must be completed and signed by an authorized officer of the contractor and submitted to the Owner with each monthly partial payment request. In the event the contractor does not submit a partial payment request for any month during the contract duration, the contractor is still required to submit the Contractor's Sworn Statement of Account and Partial Release by the 15th of the month for the period ending the last calendar date of the previous month.

- J. With each partial payment estimate, the Contractor shall submit, at a minimum, the following information which is extracted from the As-Planned Schedule:
- a. Progress Schedule Submittal # that is the basis for the partial payment request
 - b. Activity ID
 - c. Activity Description
 - d. Budgeted cost for each Activity in the Lump Sum contract
 - e. Value completed this period
 - f. Percentage completed this period
 - g. Value completed to date
 - h. Percentage completed to date
 - i. Balance of budgeted cost per activity
 - j. Separate information must be provided per DBE Subcontractor, including:
 1. DBE budgeted cost
 2. DBE value completed this period
 3. DBE percentage completed this period
 4. DBE value completed to date
 5. DBE percentage completed to date
 6. Balance of DBE value
 7. Other information required by MBTA Contract Administration
- K. Failure to provide this information with each partial payment request will result in non-payment by the Owner.
- L. All material incorporated into the Work shall become the sole property of the Owner, but this shall not be construed as relieving the Contractor from the sole responsibility for all material and Work under the Contract or for the restoration of any damaged Work or waiving the right of the Owner to require the fulfillment of all the terms of the Contract. The Owner shall retain all rights under the Contract including without limitation the right to reject material subsequently found unsatisfactory and the right to enforce the provisions of the General Conditions of the Contract.

- M. Massachusetts Bay Transportation Authority – Sworn Statement of Account and Partial Release form is included as an appendix to the MBTA Project Controls Manual. The most recent edition of the Project Controls Manual can be found on the owner’s web site. A link to the Project Controls Manual can be provided upon request. The Sworn Statement of Account form must be completed and signed by an authorized officer of the contractor and submitted to the Owner with each monthly partial payment request. In the event the contractor does not submit a partial payment request for any month during the contract duration, the contractor is still required to submit the Contractor's Sworn Statement of Account and Partial Release by the 15th of the month for the period ending the last calendar date of the previous month.

1.8 PAYMENT FOR MATERIALS STORED OR ON HAND

- A. When requested in writing by the Contractor, allowances may be made on partial payments for certain materials stored or on hand, but not incorporated in the Work, subject to the following terms and conditions.
- B. Upon presentation to the Owner by the Contractor of copies of paid invoices, advance payments may be made for acceptable reinforcing steel, structural steel, piles, culvert pipe, guard rail, track rails, precast prestressed concrete members, costly machinery items, and other similar nonperishable materials purchased expressly for the Work and delivered on or in the approved storage places at the site, but which materials are not considered as erected or complete in place under the items of the Contract, and for which partial payment would not otherwise be made until such materials and items were erected or complete in place.
- C. The amount to be included in the estimate will be the value of the materials as shown by the certified copies of paid invoices including transportation and handling costs. However, the Owner reserves the right to limit payment for such materials when such payment is based upon a standard unit of measure. When contract payments are made on the basis of estimated quantities, payment for material stores or on-hand may be limited to an amount not to exceed the value of ninety (90) percent of the estimated contract quantity.
- D. Before any advance on materials is made as hereinbefore provided, the Owner will require, as security for the incorporation of the materials in the Work, documents from the Contractor transferring to the Authority the absolute legal title to such materials.
- E. However, the transfer of title and the partial payment for such materials shall not in itself constitute acceptance of same nor void the right to reject material subsequently found unsatisfactory as provided in General Conditions, nor in any way relieve the Contractor of his responsibility for satisfactorily furnishing and placing the material in the Work in accordance with the terms of the Contract.
- F. In the event any of such material subsequently becomes lost, stolen, impaired, or damaged, the monetary value of the lost, stolen, impaired, or damaged material as may have been paid for in a current estimate will be deducted from the next estimate, and no further payment will be made therefor until such material has been satisfactorily replaced in accordance with Specification requirements.
- G. If it is impossible due to lack of area on the site or other valid reason, the Contractor may request in writing permission from the Owner to store materials off the site and still have the materials paid for as materials on hand and the Owner may approve payment; however, no advance payment for material stores off the site will be made until written approval of the Owner has been

given. This request will state the reason for the request, location of proposed storage site, and methods that will be employed to insure that material is properly protected and will be used on the particular Contract. The amount to be included in the estimate for materials stores off the site will be limited to 80 percent of the value of the materials as shown by the certified copies of paid invoices including transportation and handling costs.

- H. In the case of property not owned or controlled by the Authority, the Contractor shall also lease, or procure a lease, free from encumbrances to the Authority, such lease to be in a form approved by the Authority and to contain provisions for the protection and indemnification by the Contractor of the Authority, its employees and agents, against all claims by reason of such lease or by reason of anything done or permitted in or upon the leased sites. The Contractor shall also take such steps as the Authority may require for the purpose of security and assuring to the Authority the control of such materials, particularly the right to enter upon the property, take possession of such materials and use the same.
1. No advance payment for materials stores or on-hand, but not incorporated in the work, will be made in an estimate when the value therefor amounts to less than \$10,000 per contract bid item and represents the value of at least fifty percent of the estimated quantity involved as shown in the contract or as determined by the Owner.
 2. Deductions at rates and in amounts which are equal to the advance payments will be made under the appropriate Contract pay items in estimates as the materials are incorporated in the Work.

1.9 SEMI-FINAL ESTIMATE

- A. A semi-final estimate may be made, at the discretion of the Authority, under the following conditions:
1. If, after final inspection has been made, there are any payments or Extra Work items that are in dispute between the Contractor and the Authority, either as to the quantity or value of work provided thereunder, such items or claims may be excluded from the final estimate, and payment for such disputed items may be deferred until such time as agreement has been reached between the Contractor and the Authority or until such claim has been adjudicated. In such case, a semi-final estimate shall be prepared within a period of 65 days after substantial completion of the Contract Work covering the value of Work provided and retained percentage on items of the Contract that are not in dispute and with disputed items or claims excluded but subject to deduction and retention of a sum sufficient to satisfy any and all outstanding claims or liens that have been duly filed by subcontractors and materialmen against the Contractor, or to cover amount of such claims or liens that may have been paid by the Authority directly to others for the Contractor's account (see General Conditions), and subject to deduction and retention from such payment any other amounts to be deducted and retained in accordance with the terms of the Contract. The existence of a dispute between the Contractor and the Authority as to any payment item or items shall not be considered a valid reason for delaying preparation of a semi-final estimate as provided herein.
 2. In the event the Contract has been substantially completed and the Contract has been opened to public use by order of the Authority, but final acceptance of the Work is subject to delay because of minor uncompleted items which do not impair the usefulness of the Contract, a semi-final estimate shall also be prepared within a like period of 65 days after the Contract has been substantially completed and placed in public use. Such semi-final

estimate shall include an intimate of the value of all Work provided in accordance with the terms of the Contract, including the amount of retained percentage withheld by the Authority from previous periodic payments, but excluding (a) the same deductions and retainage sufficient to cover subcontractors and materialmen's claims and other amounts to be deducted and retained in accordance with the terms of the Contract, as provided by the first paragraph of this Article; (b) an amount equal to the estimated value of the work remaining to be performed and (c) any items or claims for extra Work, or parts thereof, that may be in dispute; and payment for such excluded items or portions thereof, may be deferred until such remaining work has been satisfactorily completed, or in the case of disputed items or claims until such time as agreement has been reached thereon or such claims have been adjudicated.

1.10 SUBSTANTIAL COMPLETION AND FINAL ACCEPTANCE

- A. See Section 00700 - General Condition for Substantial Completion and Final Acceptance.



statement of
payment to sub form

END OF SECTION

SECTION 01300-SBE

SUBMITTALS

Part 1 - General

1.1 DESCRIPTION

This Section specifies the general requirements and procedures for preparing and transmitting data to the Owner for his information, acceptance or approval. Detailed requirements for submittals are specified in applicable Sections of these Standard Specifications and in the Construction Specifications.

1.2 RELATED SECTIONS (NOT USED)

1.3 SUBMITTALS (SHOP DRAWINGS, WORKING DRAWINGS AND MISCELLANEOUS)

A. Definitions

1. Shop Drawings: Original drawings, submitted to the Owner by the Contractor pursuant to the Work, including, but not limited to: stress sheets, working drawings, diagrams, illustrations, schedules, performance charts, brochures, erection plans, falsework plans, framework plans, cofferdam plans, bending diagrams for reinforcing steel, or other supplementary plans or similar data which are prepared by the Contractor or a Subcontractor, manufacturer, supplier or distributor, and which the Contractor is required to submit for review and approval by the Owner.
2. Working Drawings: Contractor prepared plans for temporary structures and facilities. Working Drawings for elements of work, which may affect safety of persons or property, included but are not limited to Contractor's plans for temporary structures such as decking, temporary bulkheads, support of utilities, and for such other work as may be required for construction but which do not become an integral part of completed project.
3. Miscellaneous Submittals: Those submittals directly related to the work (non-administrative) including quality assurance program, resume of QA Managers, warranties, guarantees, maintenance agreements, maintenance of traffic plan, project photographs, survey data and reports, physical work records, quality testing and certifying reports, record and as-built drawings and data, operating and maintenance manuals, security and protection lists (including keying) and other similar information and materials not defined as shop drawings, working drawings, product data, samples mockups or sample panels.

- B.** Within 15 calendar days of receipt of Notice to Proceed, submit to Owner, Schedule of all submittals required by the contract. Submit schedules for submission of shop drawings, working drawings, mock-ups, sample panels, product literature and miscellaneous submittals in that order of priority, which reflects sequence of construction requirements, project schedule logistics, and include anticipated review time that may be

required by Contractor and Owner for these submissions. If complexity of submittal requires more time for review, show approximate extended number of days required. Show all submittals on progress schedules required by Sections 01324 as appropriate. Submittal schedules shall contain the following information as a minimum:

1. Submittal number, including revisions.
2. Specification section and paragraph reference.
3. Submittal title and description
4. Date needed to support construction schedule.
5. Date sent to Owner.
6. Date returned from Owner
7. Comments. Included within this section will be references to any new RFIs issued as a result, reasons for delay and any other relevant information.

C. General Procedures

Transmit submittals sufficiently in advance of construction requirements to permit a maximum of 30 calendar days for checking and appropriate action by Owner.

Submit all work-related submittals as defined in this Section and as required by Contract Documents on a Transmittal Form: Prepare draft of required transmittal form and submit it to Owner for acceptance. At a minimum, furnish transmittal forms sequentially numbered and show contract number, project name, date; names of subcontractors, suppliers, manufacturers, and required specification references; category and type of submittal, purpose, description, distribution record (for both transmittals and submittals) and signature of transmitter.

1. Examine and check submission for accuracy, completeness, and compliance with Contract before delivery to Owner.
Stamp and sign each submission with following statement: "Having checked this submission, we certify that it conforms to the requirements of the Contract in all respects, except as otherwise indicated."
By reviewing and approving each submittal, Contractor represents that he has determined and verified materials, field measurements and field construction criteria related thereto, and has checked and coordinated information contained within such submittals with requirements of Work and Contract.
Submit one construction material or one drawing per submittal review.
2. Maintain at site of Work a complete up-to-date, organized file of all past and current submittals including an index and locating system, which identifies the status of each submission.
 - a. Assign sequential numbers to each submittal.
 - b. Assign new submittal numbers to all re-submissions and cross-reference to previous submittals.

Certify shop drawings, working drawings and calculations as submitted by a professional engineer registered in the Commonwealth of Massachusetts when required by individual Specification Sections. Convey, or be accompanied by, information sufficient to completely explain the structures, machines, or systems described and their intended manner of use. When professional certification is

required by Contract requirements, Owner is entitled to rely upon accuracy and completeness of such calculations and certifications.

3. Owner's Review and Action

- a. The Owner will review and approve or take other appropriate action upon Contractor's submittals only for the limited purpose of reviewing for conformance with information given and design concept expressed in Contract requirements. The Owner's action will be taken as to cause no delay in Work or in activities of Contractor. Review of such submittals is not conducted for purpose of determining accuracy and completeness of other details such as dimensions and quantities, or for substantiating instructions for installation or performance of equipment or systems, all of which remain responsibility of Contractor as required by Contract. Owner's review will not constitute approval of safety precautions or, unless specifically stated by Owner, of any construction means, methods, techniques, sequences or procedures. Owner's review of a specific item does not indicate approval of entire assembly of which the item is a component.
- b. Time required for review of submittals and resubmittals by Owner will be a maximum of 30 calendar days, except as otherwise specified.
- c. All Contractors' submittals will be stamped with one of following dispositions:

Status Code	Description	Explanation
1	NO EXCEPTIONS TAKEN Work may proceed, provided it complies with Contract.	Approval of shop drawings and samples will be general, but approval is not construed: As relieving Contractor of responsibility for any errors or omissions, including details, dimensions, and quantity of materials; or as approving departures from details furnished by Owner.
2N	EXCEPTION AS NOTED: Work may proceed, provided it complies with Contract and changes shall be made by Contractor.	Resubmission not required.
2R	Work May Not Proceed on Indicated Parts, Where A Resubmittal Is Required. Work May Proceed On Other Parts.	Partial Approval. Reviewer to clearly indicate sections which require re-submittal
3	REVISE AND RESUBMIT:	Work recognized as not being able to proceed. Revise submittal in accordance with notations thereon and resubmit without delay.
4	For Information Only	

- d. Handle re-submissions in the same manner as first submittals. On re-submissions, direct specific attention in writing to revisions other than the corrections on previous submissions. Make any correction required by

Owner.

- e. Failure of any material to pass specified tests is sufficient cause for refusal to consider, under this Contract, further samples of same brand or make of that material. Owner reserves right to disapprove any material or equipment previously proven unsatisfactory in service.
- f. Samples of various materials on site, stored or in place may be taken by Owner for testing. Samples failing to meet Contract requirements will automatically void approval of items tested. Replace such materials or equipment to meet Contract requirements. When tests are required, make only one test of each sample. Samples that do not meet specified requirements will be rejected. Additional testing of samples will be made by Owner at Contractor's expense.

D. Requirements for shop drawings.

- 1. Shop drawings shall include stress sheets, fabrication details, bending schedules for reinforcing steel, location and details of construction joints in concrete, catalog cuts of equipment or fixtures, wiring or piping diagrams, data sheets and performance curves for electrical, mechanical, or other equipment and any other supplementary data required by the Owner.
- 2. Detail drawings for cribs, cofferdams, falsework, shoring, decking, form work, and for other temporary work and methods of construction the Contractor proposes to use, will be required to be furnished. Such drawings shall be subject to review, but details of design will be left to the Contractor who shall be responsible for the safety and successful construction of the Work. Drawings, the original design for which is the responsibility of the Contractor, shall bear the seal of a Professional Engineer registered in the Commonwealth.
- 3. Shop drawings shall show design, dimensions, connections, and other details necessary to ensure that the Contract Documents are accurately interpreted. Shop drawings shall show proper connections with adjoining work in detail. Where adjoining work requires shop drawings, such drawing must be submitted for approval at the same time so that connections can be accurately checked.
- 4. Shop drawings shall establish the actual detail of all manufactured or fabricated items, indicate proper relation to adjoining work and amplify design details of mechanical and electrical equipment in the physical spaces in any structure and incorporate minor changes of design or construction details to suit actual conditions. Where separate sections or trades are involved, shop drawings shall be coordinated and where required by the Owner shall be submitted in composite form (coordination drawings) clearly designating which trade will perform which work; the words "work by others" will not be accepted.
- 5. All requests for approval of materials and equipment and submissions of drawings shall indicate the corresponding number of the section and paragraph of the Specifications and reference to the Contract Drawing sheet numbers under which each of the above are required, and the Construction Performance Monitoring (CPM) activity number.

6. All shop drawings shall be thoroughly checked by the Contractor for compliance with the Contract Documents before submitting them to the Owner for approval and shall bear the Contractor's stamp of approval certifying that they have been so checked. Shop drawings submitted without the stamp of approval and certification, or which are incomplete, contain numerous errors, have not been checked, or have been checked only superficially will be returned unchecked by the Owner for resubmission by the Contractor. The Contractor shall certify: "This shop drawing has been thoroughly checked and complies with the Contract Documents and field measurements and the item fits with adjoining work except as noted."
 7. In checking shop drawings, the Contractor shall verify all dimensions and field conditions and shall check and coordinate the shop drawings with the requirements of all other Sections, adjoining materials or trades whose work is related thereto, as required for the proper and complete installation of the work.
 8. Nothing in the above shall be construed to hold the Contractor liable for the design of any of the permanent structures.
- E. When submitting shop drawings or working drawings for approval or review by the Owner, the following procedures shall apply:
1. Submit to the Owner with such promptness as to cause no delay in his work, two copies of reproducible transparencies (equal to Ozalid Sepia), and two blackline prints checked and approved by him, of all shop drawings and detail drawings required for the work.
 2. The Owner will make a prompt decision on approval of such Drawings no later than 30 days after submittal; but if such decision requires extended investigation and study, the Owner will, within 30 days after the receipt of the submission, give the party making the submission written notice of the reason why the decisions cannot be made within the 30-day period and the date by which the decisions will be made.
 3. Markings of approval, or of corrections required, will be made on the transparencies by the Owner and record copies made by the Owner for his own use will be at the Owner's expense.
 4. If corrections are required by the Owner, make such corrections and resubmit the drawings, again as two reproducible transparencies and two blackline prints, to the Owner for approval. If corrections are still required, the same procedure shall be carried out until the drawings are acceptable.
 5. Upon the Owner's approval, furnish the Owner two corrected blackline prints.
 6. All items shown on shop drawings shall be clearly identified with their location in the Contract, or by the sheet or detail number in which they appear, in order to facilitate checking by the Owner.

- F.** Upon completion of the Work, submit to the Owner a 35 mm microfilm of each shop drawing only, which shall become the property of the Owner. Microfilm copies shall be made on 35 millimeter black and white microfilm of archival permanent quality and mounted on aperture cards with the title of the drawing typed on the upper portion of the card.
- G.** Resolution and density of the developed microfilms shall meet or exceed the Requirements of the U.S. Department of Defense Specification MIL-M-9868D, and shall contain no scratches, abrasions or fog.
- H.** Portions of the developed microfilm, which do not meet those requirements, shall be replaced, at no expense to the Owner.
- I.** Contract prices shall include the cost of furnishing all shop and detail drawings as specified and microfilms.
- J.** Progress Photographs - Progress photographs are required to be taken by the Contractor. Ten 8x10-inch color photographs (including slides of these photographs) of progress and construction operations shall be required each month.

1.4 QUALITY CONTROL

A. SAMPLES AND TESTS

1. Inspection and sampling of materials will be carried out, ordinarily at the source or at the site of the Contract Work in accordance with established policies and procedures of the Owner, but the Owner will not assume any obligation for the inspection and sampling of materials at the source. Responsibility for incorporating satisfactory material in the Work rests entirely with the Contractor.
2. Furnish to the Owner samples specified in the various specification sections. Prepay shipping charges on samples. Materials or equipment for which samples are required shall not be used in the Work until approved in writing by the Owner.
3. Unless otherwise indicated, submit not less than two identical samples of each type required. Label each sample indicating:
 - a. Name of project and contract number;
 - b. Name of contractor and subcontractor;
 - c. Material or equipment represented;
 - d. Source;
 - e. Name of producer and brand (if any);
 - f. Specification Section, article, and paragraph; and
 - g. Location in project.
4. Mail, under separate cover, a letter in triplicate submitting each shipment of samples and containing the information required in Article 1.04C of this Section. Enclose a copy of the submittal letter with the shipment and a copy to the Owner. Approval of a sample shall be only for the characteristics and use named in the

submittal and approval and will not be construed to change or modify any Contract requirement. Before submitting samples, the Contractor shall assure himself that the materials or equipment will be available in the quantities required in the Contract, as no change nor substitution will be permitted after a sample has been approved unless approved by the Owner in writing.

5. Approved samples not damaged in testing may be incorporated in the finished work if marked for identification and approved by the Owner. Materials incorporated in the Work shall match the approved samples.
6. Failure of any material to pass the specified tests will be sufficient cause for refusal to consider, under the Contract, any further samples of the same brand, make, or source of that material. The Owner reserves the right to disapprove any material, which has previously proven unsatisfactory in service.
7. Samples of various materials or equipment delivered on the site or in place may be taken by the Owner for testing. Failure of samples to meet Contract requirements will automatically void previous approvals of the item tested.
8. As soon as possible and a minimum of 35 days in advance of the time when placing of bituminous or Portland cement concrete is expected to begin, deliver to the Owner Laboratory samples and available analysis of concrete ingredients. Quantities of materials, aggregate sizes, cement, admixtures, and bitumens as may be required for the performance of necessary tests and trial mixes will be determined by the Owner's Materials Testing Engineer.

1.5 REQUESTS FOR INFORMATION

- A. Upon discovery of the need for interpretation of the Contract Documents, the Contractor shall prepare and submit a Request for Information (RFI) on the form specified at the end of this Section. RFIs shall not be used to request approval of submittals, request approval of design changes or substitutions, nonconforming conditions, or requests for changes to Contract schedule and/or Quantities.
 1. RFIs shall be issued by the Contractor to the Owner. RFIs submitted by entities other than the Contractor will be returned with no response.
 2. Coordinate and submit RFIs in a prompt manner so as to avoid delays in the work.
- B. Content of the RFI: Include a detailed, legible description of item needing interpretation and the following:
 1. Project Name
 2. Contract Number
 3. Date
 4. Name of Contractor
 5. RFI Number, numbered sequentially
 6. Specification Section number and title and related paragraphs, as appropriate
 7. Drawing number and detail references, as appropriate
 8. Field dimensions and conditions, as appropriate
 9. Contractor's suggested solution(s). If Contractor's solution(s) impact the

Contract Completion Date or Quantities, Contractor shall state the impact in the RFI.

10. Contractor's signature

11. Attachments: Include drawings, descriptions, measurements, photos, Product Data, Shop Drawings, and other information necessary to fully describe item needing interpretation.

C. RFI Log: Prepare, maintain and submit a log of RFIs organized by the RFI number containing the following information:

1. Project Name
2. Project Contract Number
3. Name of Contractor
4. RFI number and Revision Indicator
5. RFI Description
6. Date RFI was submitted
7. Date Response Required
8. Date Response Received
9. Date Closed

D. Owner's Action:

1. Owner will review each RFI, determine action required and return to the Contractor within 14 days. Any change to the Contract Completion Date or Quantities may result in a change being submitted under Article 4 – Changes in the work of Section 0700 of the General Conditions.
2. Owner will review RFI and determine if response is a change to contract documents as described above. If a change or substitution is requested, a Design Change Request form must be completed.

1.6 DESIGN CHANGE REQUEST

- A. The purpose of the Design Change Request is to obtain approval to modify the contract documents. Requester will provide a detailed description of the design change. Attach additional sheets if needed to best describe the situation and forward to the Owner.
- B. The Owner will provide the response and attach any required design change sketches or specification modifications. The Owner will then forward to the MBTA Project Manager for review and approval by MBTA departments.

1.7 SUBCONTRACTOR ACCEPTANCE REQUEST

As soon as practicable after execution of the contract, the Contractor shall submit to the Owner applications for approval of Sub-Contractors for any part of the work proposed to sublet. All submittals by the Contractor for approval of Sub-Contractors are to be accompanied by a completed *Sub-Contractor Review Cover Checklist*, and all required documentation listed on checklist is to be submitted along with checklist as a completed package. *Subcontractor Work History Acceptance Form*, and a *Form A - Sub-Contractor Work History*. Forms are to be filled out completely and only these forms may be submitted for approval. Sub-Contractors shall not be allowed to perform work on the project until approved by the Owner. Please refer to Specification Section – 01300-

SUBMITTALS, for documents referenced above.

- A.** All Subcontracts between the General Contractor and any subcontractor that is utilized by the General Contractor must be submitted to the Owner
- B.** Additionally, as part of doing business with the MBTA, The Federal Acquisitions Regulation (FR) requires all prospective bidders and subcontractors to be registered in System for Award Management (SAM) prior to award of a contract, basic agreement, and basic ordering agreement or blanket purchase agreement. All General Contractors and subcontractors can refer to the SAM website at (www.sam.gov).
- C.** All General Contractors should also be directed to Section 00800-Supplementary conditions, Section A- General, No.1-3 of the FTA Provisions.

1.8 GENERAL

No separate measurement or payment will be made for work required under this Section. All costs in connection therewith will be considered incidental to the item of Work to which they pertain.

END OF SECTION



MBTA Request For Information

RFI No.

CONTRACTOR:

CONTRACT NO.

AFFECTED DOCUMENT(S): SPEC:

DWG(S):

OTHER:

DESCRIPTION:

JUSTIFICATION:

SIGNATURE:

DATE:

RESPONSE:

DESIGNER:

DATE:

MBTA PROJECT MGR:

DATE:



MBTA DESIGN CHANGE REQUEST (DCR)

DCR No.: _____

Contract No.: _____ Contract Name: _____

Reference Documents: ☐ Spec. _____ ☐ Dwg. _____ ☐ Other _____

DESCRIPTION OF CHANGE AND REASON FOR CHANGE:

(Attach additional sheets as required)

Requested By: _____ Organization: _____

Title: _____ Date: _____

DISPOSITION:

Design Change Approval:

Engineering Consultant _____ Date: _____

MBTA Project Manager _____ Date: _____

Director, QA _____ Date: _____

Other _____ Date: _____

Subcontractor Approval Checklist

MBTA Contract # _____ Sub-Contractor _____

Contract Title _____ Prime Contractor _____

Note: All subcontractor approval requests shall be submitted as a complete package with this checklist attached as cover. Submit subcontractor approval request package a minimum of 30 days prior to the commencement of subcontractor work.

Sub-Contractor Approval Form Submissions

- **QA/QC Review (Required)**

- ☐ Subcontractor Work History Approval Request Form
- ☐ Form A - Work History

- **Contract Administration**

- ☐ Copy of Subcontractor Agreement executed by both parties.
 - Scope of Work
 - Point of Contact
 - Appropriate Flow down Clauses / Provisions
 - Total Contract Commitment amount
 - Adoption / Implementation of Title VI Program

Contractor confirms all required information listed above is included in package

Contractor Representative

Date

*****MBTA Project Manager to review packet for Completeness and Distribute Approval Request Forms to the Appropriate Departments listed above.*****

Signed by MBTA Project Manager upon completion of review by appropriate departments

MBTA REVIEW: ☐ Accepted ☐ Not Accepted

Reason for Non Acceptance: _____

MBTA Project Manager

Date

**SUB-CONTRACTOR WORK HISTORY
ACCEPTANCE REQUEST**

Date: _____

Contract No. _____

Contract Title: _____

Sub-Contractor Name: _____

Address: _____

Phone No.: _____

Project Superintendent: _____

Project Superintendent E-Mail Address: _____

Sub-Contractor's Company Tax ID Number: _____

Sub-Contractor's SAM - DUNS: _____ **STATUS:** _____

Scope of Work Specification Section: _____

Scope of Work Description: _____

Estimated Contract Value: \$ _____

Estimated Start Date: _____

Form A – Work History Attached _____

MBTA QA/QC Review:

_____ **Accepted**

_____ **Not Accepted**

MBTA QA/QC

Date

Reason for Non-Acceptance: _____

FORM A

SUBCONTRACTOR WORK HISTORY

Date Project Completed (Month/Year)	Project Title/Location (City, State)	Contract Value (\$)	Description of Work	Client Name/ Phone Number

Sub-Contractor Acceptance Request Instructions

This checklist is to be used by the General Contractors as it relates to submittals and acceptance of all subcontracts that are utilized under any MBTA Construction Contract. This checklist may be used in conjunction to General Conditions and Supplementary Conditions as provided in MBTA Construction Contracts. The General Contractor will be held accountable for ensuring that all its subcontractors at any tier knows and understands all requirements. The prime will be required to ensure that the MBTA provisions and requirements are included in their subcontract agreements with their subcontractors and ensure that the subcontractors accept the same. Please refer to the following referenced provisions:

- General Conditions, Section 00700, Article 3.4 Subletting or Assignment of Contract, Section E and F.
- Specification 01300 – Submittals
- Section, 0800
- 00800 – Supplementary Conditions, - “U.S.A. DOT Federal Transit Administration Contract Requirements”, Section A - General No. 1-3.
- System for Award Management (SAM) - General Contractors must ensure compliance by all subcontractors. Please refer to SAM (www.sam.gov) for instructions (attached)

The general contractor shall submit to the MBTA Project Manager a complete Subcontractor Acceptance Checklist with the Sub-Contractor Work History Acceptance Request, Form A, and copy of the Executed Subcontract. Additional documentation is required for DBE subcontractors.

1. The Form A Work History must include a minimum of five (5) completed projects finished within the last ten (10) years. The completed projects listed in the Form A shall be relevant to the proposed work, and the project information must be complete and accurate. Both MBTA projects and non-MBTA projects can be submitted for review. The MBTA will only accept the submission of required information on the Form A. **Contractor created work history forms are not accepted.**
2. The Contractor is required to complete the checklist and provide all required documentation in a complete submittal package. First tier sub-contractors including plumbers, HVAC, electricians, painters etc. must be submitted for acceptance. The following second tier sub-contractors must also be submitted for acceptance:
 - A. Structural Steel Fabricators and Erectors
 - B. Miscellaneous Metal Fabricators and Erectors
3. The MBTA Project Manager will distribute each section of the package to the required departments for review and acceptance. The MBTA QA/QC department should be contacted if there are any questions on which sub-contractors should be submitted for acceptance.
4. All sub-contractor acceptance requests must be submitted to the MBTA Project Manager a minimum of 30 days prior to the sub-contractor starting work.
5. The MBTA Project Manager shall review the sub-contractor acceptance request package prior to forwarding to MBTA departments for approval.
6. The package will be reviewed and a decision will be forwarded to the MBTA Project Manager. If the request is not accepted, the general contractor shall make the necessary corrections and re-submit for acceptance.
7. Once accepted, the MBTA Project Manager will forward all sub-contractor acceptances to the MBTA Resident Engineer.
8. If the MBTA Resident Engineer observes an unaccepted sub-contractor starting work, the sub-contractor must stop work, and a Sub-Contractor Acceptance Request must be submitted to the MBTA Project Manager.

SECTION 01332-SBE

E-BUILDER PROJECT MANAGEMENT SYSTEM REQUIREMENTS

PART 1 GENERAL

1.1 DESCRIPTION

- A. This section specifies e-Builder, a comprehensive Project and Program Management system that shall be used for managing documents, communications, and costs for the contract/project. This web based application is a collaboration tool, which will allow all project team members continuous access through the Internet to important project data as well as up to the minute decision and approval status information. E-Builder includes extensive reporting capabilities to facilitate detailed project reporting in a web-based environment that is accessible to all parties and easy to use. The MBTA is in the process of implementing e-Builder on an enterprise level and functionality will be rolled out in a phased approach. E-Builder shall be used for managing documents, communications and costs for the Project. E-Builder will be used for all Project actions including, but not limited to: creation and management of meeting events; creation, distribution, and archiving of meeting minutes; initiation, review, comment/address and finalization of submittals and RFIs; initiation, review, comment/address and finalization of NCRs; uploading, storing, transferring, archiving, distributing and managing all project documents; initiation, review, comment/address and finalization of any document review forms or processes; initiation, updating, and finalization of invoices and partial pay requests; initiation, updating, and finalization of Task Order execution (Professional Services); creation and management of a high-level milestone schedule (including CPM schedule, if applicable); creation and management of the project contact list; and initiation, archiving, distribution and finalization of all project correspondence. The Contractor shall submit and maintain all contract documentation and manage the contract/project utilizing the e-Builder project management system to its fullest capabilities unless otherwise directed or approved by the Owner in writing. The Contractor must use the Owner's file naming convention within e-Builder. The Owner reserves the right to make amendments to these requirements at any time during the course of the project.

1.2 EQUIPMENT

- A. Contractor shall make available, on a daily basis, to its staff assigned to the contract the following computer and communications resources for use with e-Builder:
1. Computer: Minimum Intel Pentium® 4 Processor 2.4 GHz or equivalent processor with 512MB of RAM; 2GB of RAM, or higher.
 2. Computer Operation System: Windows 7 or later OR OS X v10.8 or later Windows XP or newer.
 3. Web Browser: Microsoft Internet Explorer 7.0 or newer, Internet Explorer™ 11.0 or later; Google Chrome™ v29.0.1 or later; Mozilla Firefox™ 35.0.1 or later; Safari™ 6.0.4 or later; Safari for iOS™ mobile v6 or later
 4. Work and Spreadsheet Processors: Microsoft Office Word, Excel, and Outlook.
 5. Please see section of specifications detailing Project Controls and Reporting requirements
 6. Internet Service Provider: A reliable ISP in the area of the Project.

7. Connection Speed/Minimum Bandwidth: DSL, ADSL or T1 Line for transferring a minimum of 3 Mbps Downstream and 512 Kbps Upstream.
 8. Adobe Acrobat Reader (current version is a free distribution for download).
- B. The Owner shall provide a license to the Contractor on an as needed basis at no cost to the contractor.
1. Each user license is for access to the site consisting of unlimited data storage. Users can be direct employees of the Contractor as well as its Subcontractors and/or Suppliers.
 2. Training will be provided by the Owner as required at no additional cost to the Contractor.

1.3 DETAILS

- A. Contractor shall visit the Project web site as necessary, to be kept fully apprised of Project developments, for correspondence, assigned tasks and other matters that transpire on the site. These may include but are not limited to: Contracts, Contract Exhibits, Contract Amendments, Drawing Issuances, Addenda, Bulletins, Permits, Insurance & Bonds, Safety Program Procedures, Safety Notices, Accident Reports, Personnel Injury Reports, Schedules, Site Logistics, Progress Reports, Daily Logs, Non-Conformance Notices, Quality Control Notices, Punch Lists, Meeting Minutes, Requests for Information, Submittal Packages, Substitution Requests, Monthly Payment Request Applications, Supplemental Instructions, Construction Variation Directives, Potential Variation Orders, and the like. All supporting data including but not limited to shop drawings, product data sheets, manufacturer data sheets and instructions, method statements, safety MSDS sheets, Substitution Requests and the like will be submitted in digital format via e-Builder.
- B. All submittals (shop drawings, catalog cuts, etc.) and RFIs shall be submitted in electronic form via the e-Builder system. Hard copies of the submittals and RFIs, including product samples that inherently cannot be converted to electronic format, shall be simultaneously delivered to the design engineer for review. Submittal review period shall commence upon receipt of the hard copy submittal by the design engineer. Reviewed hard copies shall be returned to the Contractor simultaneously with the electronic version on e-Builder.
- C. Contractor shall fully comply and utilize all forms, processes, and modules of e-Builder as directed by the Owner, including any forms or processes or modules that are developed throughout the project lifecycle.
- D. In addition to the standard closeout submittal requirements detailed in Section 01700, the Contractor shall also submit all closeout documents including all "As-Built Drawings", catalog cuts and Owner's Operation and Maintenance manuals in digital format. All closeout documents (including shop drawings and as-built drawings) shall be converted or scanned into the Adobe Acrobat (.PDF) file format and uploaded to e-Builder.
- E. No separate measurement or payment will be made for work required under this section. All costs in connection therewith will be considered incidental to the item of work to which they pertain.

END OF SECTION

PART 2 – PRODUCTS (Not Used)

PART 3 – EXECUTION (Not Used)

PART 4 – MEASUREMENT AND PAYMENT

1.4 GENERAL

- A. No separate measurement or payment will be made for work required under this section. All costs in connection therewith will be considered incidental to the item of work to which they pertain.

END OF SECTION

**SECTION 01400-SBE
QUALITY ASSURANCE**

GENERAL

1.1 DESCRIPTION

- A.** This section specifies the general requirements for quality assurance and quality control including source of supply and quality of materials, acceptance testing by the Owner, control testing by the Contractor, off-site inspection, inspection and use of local materials, inspection of proportioning plants and coordination of finishes.
- B.** Quality Assurance Program: The Contractor is responsible for controlling the quality of Work including work of its Subcontractors and suppliers and for assuring that the specified quality is achieved. The Contractor, Subcontractors and suppliers shall establish, maintain and implement a written Quality Assurance Program meeting the requirements of U. S. Department of Transportation Federal Transit Administration Quality Management System Guidelines (FTA-PA-27-5194-12.1 or most recent edition). The Contractor shall ensure their Quality Assurance Program includes a responsibility to audit themselves plus all subcontracts, fabricators, and suppliers. The Contractor shall note that the MBTA reserves its right to also perform audits. The Program shall be tailored to the scope and complexity of the Work and shall include implementing procedures and inspection forms equal to or more detailed than those included at the end of this section. Subcontractors, fabricators, or suppliers may use the Contractor Quality Assurance Program in lieu of developing their own. If they choose to use the GC's program (in whole or in part) that decision must be documented in writing to the MBTA. If they choose to use their own pre-established QC program, that must also be documented in writing. In the latter case, the Contractor remains responsible for their quality, and the GC's Quality Assurance Program shall include processes necessary to ensure the Contractor is adequately overseeing the work of the subcontractors, fabricators, or suppliers.
- C.** The overall administration of the Quality Assurance Program shall be vested in a responsible section of the Contractor's organization. This section shall contain a QC Organization headed by an on-site QC Manager who has clear access to top-level management and to Subcontractors' officers responsible for the execution of the Subcontractor's QC Program. The QC Manager's sole duty is to manage and administer the QC Program. The QC Manager shall have at least five (5) years' experience in implementing a quality control program on construction projects of similar size, scope and complexity.
- D.** The QC Organization shall be staffed by technically competent personnel with freedom to make decisions without pressure or bias and shall have sufficient authority to ensure that quality requirements are consistently maintained. The Quality Assurance Program shall also describe the roles and responsibilities of other Contractor personnel (i.e. field engineers, superintendents, foremen, etc.) in fulfilling the requirements of the Contractor's Quality Assurance Program.

1.2 SUBMITTALS

- A.** The Contractor shall submit within three weeks of the Notice to Proceed the Quality Assurance Program to be used on the project by the Contractor and Subcontractors. The resume of the Contractor's Quality Control Manager shall be included with the submittal. In addition, this submittal shall include the Contractor's organization chart and a statement of Roles and Responsibilities in regards to implementing the Quality Assurance Program. Changes to the Quality Assurance Program shall be submitted for approval prior to implementing the changes.
- B.** The Contractor shall submit the name, address, and qualifications, together with the scope of proposed services, of proposed inspection or testing firms to the Owner for approval at least 30 days prior to the scheduled commencement of any work involving such inspection or testing.
- C.** Test Reports - Within five days after completion of testing performed by or for the Contractor, submit test

results to the Owner. The Contractor shall identify the test reports to be submitted as required in Section 01300. Test reports shall be identified with the information specified for samples in Section 01300 and additionally, the name and address of the organization performing the test, the date of the tests and a signature of an authorized representative attesting to the validity of the test results.

1.3 DELIVERY, STORAGE, AND HANDLING (Not Applicable)

1.4 QUALITY ASSURANCE

A. Source of Supply and Quality

1. If the Owner so desires, materials will be approved at the source of supply before delivery.
2. Unless otherwise stipulated the Contractor shall furnish all materials required for the Work specified in the Contract, and said materials shall meet the requirements of the Specifications for the kind of Work involving their use.
3. Unless otherwise provided, only new and first quality materials conforming to the requirements of the Specifications and approved by the Owner shall be used in the work, except for material used by the Contractor for his convenience and which is not to be permanently incorporated in the work.
4. After testing if the sources of supply that have been approved do not furnish a uniform product or if the product from such sources proves unacceptable at any time, the Contractor shall, at no additional expense to the Owner, take any and all steps necessary to furnish acceptable materials.
5. If approved by the Owner, materials such as crushed stone, gravel borrow, or ordinary borrow, shall be sampled at the source and, if satisfactory, given preliminary approval for use. Samples shall be taken by or in the presence of the Owner. The Contractor shall furnish such facilities as the Owner may require for collecting and forwarding samples to the Owner's Laboratory. Samples shall be furnished without charge and with any shipping charges prepaid. However, preliminary approval by the Owner does not relieve the Contractor of the responsibility for placing satisfactory material in the Work as determined by subsequent samples taken at the source or on the Contractor site, prior to the material being incorporated into the Work and if the Contract site samples test satisfactorily the material will be considered to meet the Contract requirements as to quality. If such sampling and testing reveal that the material is unsatisfactory it shall be removed from the Work or blended in with such other materials so that an acceptable material will be produced. Removal and blending of such material shall be done by the Contractor without additional compensation.

B. Rights of Access

The Owner may make visits at the proportioning plant or source of supply to audit or inspect the production of material, or the manufacture of products. These visits, however, will not be undertaken until the Owner is assured of the cooperation and assistance of both the Contractor and the material producer or manufacturer. The Contractor shall assure that "Rights of Access" clauses are contained in the purchase document with the producers of materials or manufacturers of products allowing the Owner, or an authorized representative, to have free entry at all times to such parts of the off-site plant concerned with the manufacture or production of the materials. Adequate work facilities at the off-site plant, shall be furnished free of charge to the Owner for its use during audits or inspections. The Owner assumes no obligation to inspect materials at the source of supply. The responsibility of incorporating satisfactory materials in the Work rests entirely with the Contractor, notwithstanding any prior inspections or tests.

C. Acceptance Testing

1. Acceptance testing is the testing of materials and workmanship that can be performed by the Owner for acceptance of the completed Work. The Owner will perform acceptance testing of materials and workmanship in accordance with the Contract Documents and at the frequency determined by the Owner. The Owner reserves the right to perform additional testing at any time to determine conformance with the Contract requirements.

2. Acceptance testing by the Owner is not to be considered a replacement for control testing conducted by the Contractor or a manufacturer producing materials for the Contract. Acceptance testing will be at the expense of the Owner.

D. Hold and Notification Points

The Contractor will be required to notify the Owner or other Authorities having Jurisdiction when certain activities will be performed. These notifications and time requirements will be detailed in the various sections of the Specification. There will be two types of notifications as follows:

Hold Point - A point in a function or process in which the Owner performs a planned inspection and beyond which work may not proceed without prior approval from the Owner.

Notification Point - A point in a function or process in which the Owner may perform an inspection. The Owner must be notified at this point and work may proceed.

Failure to provide sufficient notice or violating a "Hold Point" may result in the subsequent rejection of the work. Any correction of the work will be at the expense of the Contractor.

E. Control Inspection and Testing

1. Control inspection and testing are the testing or inspection of materials prior to their delivery from a manufacturer, or during construction. Examples of such testing are soils tests before and after compaction, concrete tests during placement, except for concrete strength tests that the Owner will perform, and other tests and inspections specified in the various sections of the Specifications to ensure compliance with Contract requirements. The Contractor shall assume full responsibility for control inspection and testing and give sufficient notice to the Owner to permit the witnessing of the inspections or tests. Control inspection and testing shall be at the expense of the Contractor and may be performed by independent firms.
2. Notification Point - The QC Manager shall make periodic site inspections of the work areas with the construction supervisors to assure that there are no conditions that would affect the quality of the installation or product. Deficient areas shall be identified, causes identified and deficient conditions corrected. Inspections shall be documented on the "General Inspection Form" contained at the end of this section. The Contractor shall notify the Owner in advance of the periodic inspections to allow participation by the Owner.
3. The Quality Program shall include a plan listing minimum inspections/testing as required by the Project Specifications and referenced codes. The Contractor's QC Manager shall develop and continuously update this plan as required. The plan will reference the applicable specification section, responsible party, Hold/Notification Points, and standard inspection/test forms. The plan will be submitted at the same time as the Quality Assurance Plan and updated as required.

F. Coordination of Finishes

1. Within a reasonable time after Award of Contract, and unless otherwise included in the Contract Drawings the Owner will provide a color coordination schedule designating colors and textures of finish materials in areas where required.
2. It is the intent of the Contract Documents to produce harmony of matching finish, texture, and color throughout various components of the Project.
3. Work coordination of like materials to achieve the above-mentioned intent is required by submitting to the Owner for approval pilot samples of acceptable ranges of color variation and of finish textures. Coordination is especially required for concrete surfaces: metals including anodized aluminum; glass; sealants; hardware; floor, wall and ceiling coverings; painted surfaces; equipment items; and paving of dry nature.

4. Upon obtaining the Owner's acceptance of any range of colors and textures, furnish the Owner with one record set of samples, or more if required, and keep sufficient sets for use in coordinating conformity with this record set.

PART 2 – PRODUCTS (Reserved)

PART 3 – EXECUTION (Reserved)

PART 4 - MEASUREMENT AND PAYMENT

No separate measurement or payment will be made for work required under this section. All costs in connection therewith will be considered incidental to the item or items of work to which they pertain.



**HIGH STRENGTH BOLTING CHECKLIST
PRE-INSTALLATION VERIFICATION TEST
ROTATIONAL CAPACITY TEST**

DATE OF TEST: _____ CONTRACTOR: _____
CONTRACT NO.: _____ PAY ACTIVITY: _____
SUBMITTAL: _____ TEST REPORT NO.: _____

TEST CONDUCTED USING: ☐ SKIDMORE SERIAL NO.: _____ CAL. DATE: _____
☐ SOLID PLATE

TORQUE WRENCH: SERIAL NO.: _____ CALIBRATION DATE: _____

Test All Lots and All Combinations of Bolt / Washer / Nut Assemblies as Shown on Drawings per RCSC Specifications and AREMA Requirements.

Bolts that are too short to test in a Skidmore-Wilhelm Calibrator shall be tested in a steel joint. The tension requirements of Table 6 need not apply. The maximum torque requirement shall be computed using measured bolt tension equal to minimum rotational capacity test tension (Table 6)

BOLT SIZE TESTED X **Grade**

DESCRIPTION	MFG.	MARKING	LOT NO.	FINISH
BOLT				
NUT				
WASHER				

Inspect Bolts and Nuts for Proper Lubrication and for Damage. Weathered / Rusted Bolts or Nuts Shall Be Cleaned and Re-Lubricated, Except Tension Control Bolts, Prior to Testing. Field Lubricating TC Bolts is Not Permitted.

REFERENCE TABLES

TABLE 1
MINIMUM BOLT PRETENTION



**HIGH STRENGTH BOLTING CHECKLIST
PRE-INSTALLATION VERIFICATION TEST
ROTATIONAL CAPACITY TEST**

TABLE 2

REQUIRED ROTATION FROM SNUG-TIGHT CONDITION FOR TURN-OF-NUT PRETENSIONING

TABLE 3

MINIMUM BOLT PRETENTION FOR PRE-INSTALLATION VERIFICATION (Minimum Pretension x 1.05)



**HIGH STRENGTH BOLTING CHECKLIST
PRE-INSTALLATION VERIFICATION TEST
ROTATIONAL CAPACITY TEST**

TABLE 4

MAXIMUM PERMITTED TORQUE CALCULATION TABLE

*Maximum Permitted Torque = Torque is less than or equal to 0.25 * Measured Bolt Tension (lb) * Bolt Diameter (ft)*

	BOLT DIAMETER (ft)	X	MEASURED BOLT TENSION (lbs)	X	0.25	=	MAXIMUM PERMITTED TORQUE (ft-lbs)
TEST 1	ft	X	lbs	X	0.25	=	ft-lbs
TEST 2	ft	X	lbs	X	0.25	=	ft-lbs
TEST 3	ft	X	lbs	X	0.25	=	ft-lbs

TABLE 5

ROTATIONAL CAPACITY TEST REQUIRED ROTATION

- 2/3 rotation (240deg), for bolt lengths that are 4 times the diameter or less.
- 1 rotation (360deg), for bolt lengths that are over 4 times diameter but no more than 8x.
- 1-1/6 rotation (420deg), for bolt lengths that are greater than 8 times diameter.
- For lengths over 12 times the diameter, the test is not applicable.

TABLE 6

MINIMUM REQUIRED ROTATIONAL CAPACITY TEST TENSION (Minimum Pretension x 1.15)



**HIGH STRENGTH BOLTING CHECKLIST
PRE-INSTALLATION VERIFICATION TEST
ROTATIONAL CAPACITY TEST**

BOLT SIZE TESTED **X** **GRADE** **TEST REPORT NO.**
(Matches Cover Page)

TEST RESULTS

Note: "Snug Tight Condition is the tightness attained with a few impacts of an impact wrench or the full effort of an ironworker using an ordinary spud wrench to bring the plies into firm contact." - RCSC	TEST 1 RESULT	TEST 2 RESULT	TEST 3 RESULT
MINIMUM PRETENSION REQUIRED (kips) FROM TABLE 1			
RECORD TORQUE at MINIMUM PRETENSION (ft. lbs.)			
RECORD TENSION AFTER _____ ROTATION REQUIRED ROTATION FROM TABLE 2			
MINIMUM REQUIRED BOLT PRETENSION FOR PRE- INSTALLATION VERIFICATION FROM TABLE 3			
TENSION AFTER ROTATION EQUALS OR EXCEEDS MINIMUM REQUIRED BOLT PRETENSION FOR PRE-INSTALLATION VERIFICATION (<i>Pass or Fail</i>)			
DOES NOT EXCEED MAX PERMITTED TORQUE CALC. TABLE 4 (<i>Pass or Fail</i>)			
ROTATIONAL CAPACITY TEST			
RECORD TENSION AFTER _____ ROTATION REQUIRED ROTATION FROM TABLE 5			
MINIMUM REQUIRED ROTATIONAL CAPACITY TEST TENSION FROM TABLE 6			
TENSION AFTER ROTATION EQUALS OR EXCEEDS MINIMUM REQUIRED ROTATIONAL CAPACITY TEST TENSION (<i>Pass or Fail</i>)			
DISASSEMBLE AND EXAMINE THREADS FOR SHEAR FAILURE, STRIPPING, OR TWISTING (<i>Failure Type or Pass</i>)			
OVERALL TEST RESULTS (<i>Pass or Fail</i>)			

COMPUTED TORQUE VALUE: _____ (Avg. of 3 Torque at Min. Pretension)

REQ. DEGREE OF ROTATION: _____ (Rotation Req. for Turn-of-Nut Install)

CONTRACTOR REPRESENTATIVE DATE

MBTA INSPECTOR DATE

NOTES:



CONCRETE PLACEMENT CHECKLIST

CONTRACT NO.	CONTRACTOR:		
CONCRETE PLACEMENT NO:	SCHED. PLACEMENT DATE:	TIME:	
STRUCTURE:	ELEVATION FROM:	TO:	
PLACEMENT DATE:	START TIME:	FINISH TIME:	
TYPE MIX / MIX ID #:	EST. QUANTITY:	CY	ACTUAL: CY
PLACEMENT FOREMAN:	MBTA INSPECTOR:		
CONTRACT DOCUMENTS:			
REMARKS:			

ITEM	Contractor QC Manager /Inspector	MBTA INSPECTOR	REMARKS
A. <u>EXCAVATION</u>	Initial Each Line Item	Initial Each Line Item	
EXCAVATION AT REQUIRED ELEVATION?			
APPROVED BASE MATERIAL AS SPECIFIED?			
MATERIAL COMPACTED PER REQUIREMENTS?			
COMPACTION TESTING PER REQUIREMENTS?			
B. <u>FORMWORK</u>	Initial Each Line Item	Initial Each Line Item	
DIMENSIONS PER PLANS / SHOP DWGS?			
ACCEPTABLE LINE AND GRADE? PLUMB?			
WATER STOPS/SEALS INSTALLED PER REQUIREMENTS?			
ALL CHAMFER IN PLACE?			
ADEQUATE BRACING?			
FORMS CLEAN AND FREE OF DEBRIS?			
C. <u>REINFORCEMENT</u>	Initial Each Line Item	Initial Each Line Item	
RESTEEL CLEAN? EPOXY TOUCH UP AS REQUIRED?			
CORRECT RESTEEL SIZE / QUANTITY / LOCATION?			
RESTEEL SECURED? ADEQUATE SPACERS/CHAIRS?			
PROPER CLEARANCE BETWEEN RESTEEL & FORMS?			
RESTEEL MEETS SPECIFIED COVER?			
ANCHOR BOLTS, EMBED ITEMS SECURED?			
ANCHOR BOLT LAYOUT/LOCATION VERIFIED BY SURVEY AFTER SECURED?			
OTHER EMBEDS (Pipe, conduit, plates) INSTALLED PER PLAN or APPROVED DRAWINGS? YES / NO			

CONTINUED OTHER SIDE



CONCRETE PLACEMENT CHECKLIST

ITEM	Contractor QC Manager /Inspector	MBTA INSPECTOR	REMARKS
D. <u>PLACEMENT</u>	Initial Each Line Item	Initial Each Line Item	
METHOD (Pump, bucket, chute,etc)			
FORMS WET DOWN JUST PRIOR TO PLACEMENT?			
MASS PLACEMENT? IF YES, HEAT MITIGATION PLAN APPROVED?			
NUMBER OF CYLs REQUIRED			
ADDITIONAL TESTS REQUIRED?			
WATER ADDED BEFORE DISCHARGE? YES / NO			
IF YES: MEASURED? Y / N; MIXED MIN 30 REV Y / N?			
E. <u>CURING</u>	Initial Each Line Item	Initial Each Line Item	
CURING BOX ON SITE?			
ADEQUATE CURING MATERIALS ON HAND?			
HOT/COLD WEATHER PRECAUTIONS TAKEN Y / N?			
CURING METHOD			
CURING TO BE MAINTAINED A MINIMUM OF 7 DAYS Y / N?			
OTHER:			

PREPLACEMENT CHECKS COMPLETE (SIGN BELOW)

A. EXCAVATION, B. FORMWORK, AND C. REINFORCEMENT ITEMS ARE COMPLETE)

CONTRACTOR QC Manager/Inspector DATE

MBTA Inspector DATE

PLACEMENT CHECKS COMPLETE (SIGN BELOW) (D. PLACEMENT AND E. CURING ITEMS ARE COMPLETE)

CONTRACTOR QC Manager/Inspector DATE

MBTA Inspector DATE



EXPANSION/EPOXY* EMBEDDED ANCHORS INSTALLATION AND INSPECTION REPORT

CONTRACT NO.:

CONTRACTOR:

DATE:

ATTACHMENT LOCATION:

DRAWING/REV:

SUBMITTAL:

PAY ACTIVITY:

TYPE, SIZE, NUMBER OF ANCHORS:

PREPLACEMENT CHECKS

INSPECTOR CHECKPOINTS	CONTRACTOR	DATE	MBTA	DATE
CONCRETE SURFACE				
ANCHOR HOLE LOCATIONS SURVERY AND MARKED				
EPOXY INJECTION SATISFACTORY				
TEMPERATURE RANGE SATISFACTORY				
TOURQUE TEST				
ANCHORS INSTALLED CORRECTLY				
TEST WRENCH ID: _____ CALIBRATION DUE DATE: _____				
REMARKS:				

****Use of adhesive anchors in either overhead or sidewall applications are prohibited without prior approval by MBTA Chief Engineer for Design and Construction***



FIELD COATING INSPECTION REPORT

CONTRACT NO.:

CONTRACTOR:

DATE:

LOCATION:

ITEM DESCRIPTION:

COATING DATE:

1st ☐

2nd ☐

3rd ☐

AREA INSPECTED:

SUBMITTALS:

DRAWING/REV:

PAY ACTIVITY:

INSPECTIONS	CONTRACTOR	DATE	MBTA	DATE
SHELF LIFE/STORAGE TEMPS NOT EXCEEDED; UNOPENED ORIGINAL CONTAINERS WITH LABELS, BATCH NUMBER				
SURFACES TO BE COATED ARE CLEANED OF OIL, GREASE AND OTHER DETRIMENTAL MATERIAL				
TOUCH UP BARE OR ABRADED SURFACES WITH APPROVED COATING				
FIELD CONNECTIONS (WELD, BOLTING) SURFACES CLEANED AND PROFILED PRIOR TO PRIMER				
MATERIALS MIXED AND PREPARED TO MANUFACTURER(S) RECOMMENDATIONS				
APPLICATION TO MANUFACTURER(S) SPECIFICATIONS				
CURE TIME ACHIEVED PRIOR TO COATING				
COLOR AS SPECIFIED				
COATING THICKNESS (DFT)				
REQUIRED	ACTUAL			
ENVIRONMENTAL RECORD				
SURFACE TEMP _____ HUMIDITY _____				
AMBIENT TEMP _____ DEW POINT _____				
SURFACE CONDITIONS _____				
WEATHER CONDITIONS _____				
REMARKS:				



GROUTING INSPECTION REPORT

CONTRACT NO.: _____ CONTRACTOR: _____ DATE: _____

LOCATION: _____

DRAWING/REV.: _____

SUBMITTAL: _____

DESCRIPTION OF INSTALLATION: _____

GROUT TYPE/ID: _____ PAY ACTIVITY: _____

INSPECTIONS	CONTRACTOR	DATE	MBTA	DATE
RELEASE OF ITEM FOR GROUT				
SURFACE PREPARATION COMPLETE				
SURFACE DAMP FOR REQUIRED TIME				
ALL VOIDS FILLED				
COLD WEATHER PROTECTION				
GROUT CURE COMPLETE	<input type="checkbox"/> MOIST <input type="checkbox"/> MEMBRANE			

PRESSURE GROUT

RELEASE OF ITEM FOR GROUT	
EXCESS WATER REMOVED	
TENDONS GROUTED WITHIN 15 DAYS OF STRESSING	
GROUT PUMPED CONTINUOUSLY UNTIL CONSISTENT AT UPPER VENT (A STEADY STREAM OF GOOD GROUT BEFORE CLOSING)	
PRESSURE _____ psi HOLD TIME _____ BEFORE CLOSING _____	
REMARKS:	



MATERIAL RECEIVING INSPECTION REPORT

CONTRACT NO.:	CONTRACTOR:	REPORT NO.:
DATE:		
QUANTITY:		
SUBMITTAL NO.:		
ACTIVITY NO.: <i>POTENTIALLY TIES TO PAY REQ.</i>		
MANUFACTURER/SUPPLIER:		
STORAGE LOCATION:		

RECEIVING INSPECTION REQUIREMENTS

REQUIREMENTS	SAT	UNSAT	N/A	REQUIREMENTS	SAT	UNSAT	N/A
MATERIAL CERTIFICATION				PHYSICAL CONDITION			
CERTIFICATE OF COMPLIANCE				CLEANLINESS/PACKAGING			
TEST REPORTS				IDENTIFICATION/MARKINGS			
MANUALS				QUANTITIES VERIFIED			
SPECIAL INSTRUCTIONS				DIMENSIONS VERIFIED			

STORAGE AND MAINTENANCE REQUIREMENTS:

MATERIAL COMPLIES WITH CONTRACTURAL REQUIREMENTS: ☐ YES ☐ NO

COMMENTS:

CONTRACTOR QC MANAGER / QC INSPECTOR:	DATE:
MBTA REPRESENTATIVE:	DATE:



POST TENSIONING INSPECTION REPORT

CONTRACT NO.:	CONTRACTOR:	DATE:
DRAWING/REV.:	SUBMITTALS:	
IDENTIFICATION/DUCT NUMBER:		
PAY ACTIVITY:		

PLACEMENT	INSPECTION	CONTRACTOR	DATE	SURVEY		MBTA	DATE
				CONT	MBTA		
	ELEVATION OF DUCT						
	DUCT PROFILES SMOOTH & CORRECTLY SHAPED						
	DUCT JOINTS MATED & SEALED WITH DUCT TAPE						
	ALL HOLES IN DUCT REPAIRED						
	SECURED TO PREVENT DISPLACEMENT DURING CONCRETING						
	DRAINS INSTALLED AT LOW POINTS						
	VENTS INSTALLED AT HIGH POINTS						
	BEARING PLATES SECURELY ATTACHED, ELEVATIONS & CONFIGURATION						

TENSIONING	ANCHOR HEADS FREE FROM CORROSION						
	WEDGES FREE OF RUST & STEEL SHAVINGS						
	PRESTRESSING STEEL FREE FROM CORROSION AND PROTECTED						
	EACH DUCT HAS THE SAME HEAT/REEL NUMBER INSTALLED						
	TENDONS STRESSED SLOWLY	<input type="checkbox"/> ONE END					
		<input type="checkbox"/> BOTH					
	WEDGES SEATED EVENLY						
	TAILS CUT BY SAW						
	EQUIPMENT ID						
	HEAT/REEL #						
	ELONGATED MARK	INITIAL					
		FINAL					
	FINAL ELONGATION REQUIRED	ACTUAL					
		REQUIRMENT					
	5% MAX DIFF						
	FINAL TENSION						

REMARKS:



STRUCTURAL STEEL INSPECTION REPORT

CONTRACT NO.: _____ CONTRACTOR: _____ DATE: _____
STRUCTURE: _____ WELDING CODE: _____
DRAWING/REV.: _____ PAY ACTIVITY: _____
SUBMITTAL: _____
AREA/LOCATION/ELEVATION/GRID/BAY/CO:L.LN. _____

CONFIGURATION	ITEM	INSPECTION	CONTRACTOR	DATE	SURVEY		MBTA	DATE
					CONT	MBTA		
	1.	ANCHOR BOLTS						
	2.	BASEPLATE ELEVATION & BEARING						
	3.	BRIDGE BEARING TYPE & LOCATION						
	4.	COLUMNS/BENTS						
	5.	BEAMS/GIRDERS						
	6.	EXPANSION JOINTS						
	7.	STIFFENERS						
	8.	DECK INSTALLATION						
	9.	HIGH STRENGTH BOLTING						
	10.	EXPANSION ANCHORS						
	11.	WELD INSPECTION COMPLETE						
	12.	FINAL ELEVATION TOP OF STEEL						
REMARKS:								

MBTA NONCONFORMANCE REPORT (NCR)

Report No.: _____

Contract No.: _____ Contract Name: _____

Reference Documents: ☐ Spec. _____ ☐ Dwg. _____ ☐ Other _____

DESCRIPTION:

(Attach additional sheets as required)

Originator:	Date:	Res. Eng.:	Date:
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DISPOSITION:

☐ Accept as is ☐ Rework ☐ Remove & Replace ☐ Repair

(Attach additional sheets as required)

Preventative Action:

Design Consultant:	Date:	Resident Engineer	Date:
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Project Manager:	Date:	Director, QA:	Date:
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Corrective / Preventive Action Complete

Contractor:	Date:	Other:	Date:
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Other:	Date:	Resident Engineer:	Date:
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SECTION 01500-SBE

CONSTRUCTION TEMPORARY FACILITIES AND TEMPORARY CONTROLS

1.1 DESCRIPTION

- A.** This section specifies the general requirements for furnishing, installing, operating and removing construction temporary facilities and temporary controls during construction.

1.2 TEMPORARY FACILITIES AND SERVICES DURING CONSTRUCTION

- A.** During the progress of the Work, provide all temporary facilities and services not limited to, the following:

1. Water Supply

- a.** Make all arrangements for obtaining temporary water connections, and pay all costs thereby incurred. Furnish, install and pay for all piping and equipment required to provide water for the execution of the Work.
- b.** Have location, material, and installation for all temporary piping lines and connections approved by the Owner. Water for construction purposes may be distributed by means of connections to the permanent system, if available when required, at the expense of the Contractor. Make connections for temporary water to comply with all applicable codes for buildings under construction and fire safety regulations. Remove temporary connections and restore the permanent system as approved by the Owner.
- c.** Pay all costs of water until final acceptance of the Work.
- d.** Provide drinking water with suitable cups for all personnel and workmen on the job.
- e.** Remove the temporary water service at the completion of the Work.

2. Light and Power

- a.** Provide and maintain, including power or fuel, sufficient lights for the safety of construction forces and to ensure the proper construction, inspection and prosecution of the Work, in addition to any lights necessary to protect the Work or the traveling public (see Section 01560, Article 1.06).
- b.** Make application to the local private utility company for the necessary temporary electric service (see Permits and Licenses Section of the General Conditions.
- c.** Furnish and install all temporary wiring, extension cords, sockets, and all lamps, both initial and replacement, used for temporary power and lighting systems.

- d. Remove temporary power and lighting systems at completion of the Work.
 - e. When permanent electrical power and lighting systems are in operating condition, said systems or portions thereof may be used, in lieu of the temporary service, for construction purposes, provided that the Contractor, (1) assumes full responsibility for the entire power and lighting systems, and (2) pays all costs for operation and restoration of the systems including relamping just prior to occupancy by the Owner.
3. Fire Protection
- a. Take all necessary precautions to prevent fires at the Work. Provide and maintain adequate facilities for extinguishing fires, taking special precautions in the storage and use of solvents, paints, adhesives, and other flammable materials. No on-site burning or storage of rubbish will be allowed.
4. Weather Protection and Heating During Construction
- a. Provide temporary, weather-tight enclosures and heat to permit construction work to be carried on during the months of November through March. These requirements are not to be construed as requiring enclosures or heat for operations that are economically infeasible to protect in the judgment of the Owner. Included in this category, without limitations, are such items as Site Work, Excavation, Pile Driving, Steel Erection, Erection of Certain Exterior Wall Panels, Roofing, and similar operations.
 - b. "Weather protection" means the temporary protection of that Work adversely affected by moisture, wind and cold, by covering, enclosing, heating or a combination thereof. Provide adequate protected working areas during the months of November through March as determined by the Owner and consistent with the approved construction schedule to permit the continuous progress of Work necessary to maintain an orderly and efficient sequence of construction operations. Furnish and install weather protection material and be responsible for costs, including heating required to maintain a minimum temperature of 40 deg F at the working surface. This provision does not supersede any specific requirements for methods of construction, curing of materials or the applicable General Conditions set forth in the Contract Documents with added regard to performance obligations of the Contractor.
 - c. As necessary and within 30 days prior to its expected need, submit to the Owner in writing, for approval, three copies of proposed methods for weather protection and heating during the construction of those items requiring such protection.
 - d. Installation and operation of weather protection and heating devices shall comply with safety regulations, including provisions for adequate ventilation and fire protection devices. Heating devices which may cause damage to finish surfaces shall not be used.
 - e. Furnish and install one accurate Fahrenheit thermometer at each work area

as designated by the Owner. Provide, one additional accurate Fahrenheit thermometer for every 2,000 square feet of floor space where the work areas exceed 2,000 square feet.

- f. Assume all risks of damage by the elements to the work under the Contract.
- g. Protect work carried on, or materials used in the work or stored during extreme weather, against freezing, drying, wetting, snow or other harmful conditions, and heat, cover, or protect as required by good practice or as directed by the Owner.
- h. Heating during construction shall mean providing protection from cold and moisture by covering, enclosing and heating materials and work under construction and providing suitable working conditions in all areas for all trades employed on the work. Provide all heating during construction and pay costs, including fuel, incurred. Supply and maintain means of properly heating the facility until it is accepted.
- i. For facilities and areas not presently being heated from existing sources, and as a result of construction, provide heating and ventilation in enclosed areas within the contract limit lines from the time of enclosure until the acceptance of the Project. The temperature shall:
 - 1) not be less than specified in any section of the Specification.
 - 2) not be less than that recommended by the manufacturers of the materials incorporated in the Project, whether specified in the pertinent section or not.
 - 3) be made available sufficiently in advance of any predetermined operation requiring advance heating before operations commence.
 - 4) not be less than required for the protection of all installed work as determined by the Specifications or determined by the Owner within the range of not less than 55 deg F nor more than 75 deg F.
 - 5) The ventilation shall be adequate for:
 - a) the areas (volumes involved).
 - b) the personnel employed therein.
 - c) the operations planned, under execution or executed.
 - d) the insuring of no adverse toxic conditions.
 - 6) Heat and ventilation within buildings shall be, at all times, uniform and constant and shall have such controls as to insure this requirement, regardless of variances in external temperatures.
- j. Where the Contract includes more than one building, temporary heating shall

be provided for each building, in accordance with the above provisions

- k. The permanent heating system may be utilized for temporary heat if specifically authorized by the Owner.
- l. Salamanders shall be allowed for unenclosed form of work and structural concreting operations only with the approval of the Owner.
- m. Unit heaters or other methods of heating shall meet with the approval of the Owner. Install unit heaters and other heating equipment and operate in such a way that finished work will not be damaged. Any surface damaged by the use of unit heaters or other heating methods selected by the Contractor shall be repaired or refinished to the satisfaction of the Owner at no cost to the Owner.
- n. Provide operating labor for continuous direct attendance, including frequent inspection of the system, emergency repairs, and keeping of temperature records. Continuous direct attendance shall include Saturdays, Sundays, and holidays, throughout the progress of the Work, unless otherwise permitted by the Owner and so certified in writing.

1.3 SANITARY PROVISIONS

- A. Provide and maintain in a neat and sanitary condition, properly secluded, such accommodations for employees as may be necessary to conform to the Commonwealth of Massachusetts Department of Public Health Sanitary Code and all local by-laws and ordinances. Necessary conveniences, properly secluded, shall be provided and maintained for the use of the Owner, satisfactory to the Owner and sanitary authorities. No public nuisance will be tolerated.

1.4 MEASUREMENT AND PAYMENTS

- A. No separate measurement or payment will be made for work required under this section. All costs in connection therewith will be considered incidental to the item or items of work to which they pertain.

END OF SECTION

SECTION 01520-SBE

PROCEDURE FOR WORK VEHICLES

PART 1 - GENERAL

1.1 DESCRIPTION OF WORK

- A. Work Included: This section specifies work procedure flagging requirements, and requirements for work vehicles for operation on running rails.

1.2 WORK VEHICLE PROCUREMENT

- A. Provide work vehicles required for the performance of this Contract. Work vehicles will not be provided by the Owner.

1.3 WORK PROCEDURE

- A. Generally, revenue service ceases by approximately 1:15 a.m. and commences at 4:45 a.m. if there are no problems. Therefore, where there could be utilizing or fouling of the tracks, the working hours of this Contract shall be considered to be approximately 1:30 a.m. until 4:30 a.m. Clearance for work vehicles shall be considered.
- B. Request access to the tracks each day access is required. All requests for track access shall reach the Owner before 10:00 a.m. on the normal work day preceding the day access is required. The Owner will confirm granting of requests for access. If notice of denial of access is issued prior to 2:00 p.m. on the day preceding the access, the work shall be postponed and not counted as one of the denials allowed under the contract.

1.4 FLAGMEN REQUIREMENTS

- A. Work performed during revenue hours adjacent to the track (which could involve utilizing or fouling the tracks) requires blue uniform MBTA flagmen.
- B. Work performed during non-revenue hours requires flag protection by the Track Department, not the Operation Department.
- C. Requests for flagmen shall reach the Owner before 10:00 a.m. on the normal work day preceding the day the flagmen are required.

1.5 HI-RAIL EQUIPMENT

- A. Hi-Rail equipment is utilized to operate on running rails, adhere to the following:

1. The equipment shall pass a test run in the areas it will utilize to the satisfaction of the Owner (Operating Department) before it can be used for work. Subsequent to passing required tests the equipment shall receive certification. Only certified equipment shall be allowed to operate under this Contract.
 2. Operate equipment after the last subway train has cleared, including any Owner work train, if applicable.
 3. Operate two units of equipment, self-propelled, in case one unit becomes disabled and has to be towed clear before revenue operation time to avoid any delays to the passenger train operation. Both units shall be accompanied with separate portable radios.
 4. Clear operating rails by 4:30 a.m. or as otherwise directed by the night orders and/or MBTA Dispatcher.
 5. Each separate piece of Hi-Rail, self-propelled equipment shall have a blue uniformed motorman assigned to it.
 6. Vehicle shall carry equipment to re-rail the unit in the event the vehicle derails. This is to eliminate delays to Operations.
- B. The Hi-Rail equipment shall be driven by a diesel engine. This engine has a higher flash point fuel and emits lower amounts of carbon monoxide than a gasoline engine. The fuel tank shall be of standard construction, sized for the type of vehicle and securely mounted. Fuel shall be #1 or #2 fuel oil with a flash point near 120 deg. F. Fuel piping and connections shall be made up to prevent oil or vapor leaks. The engine shall be maintained to prevent excessive exhaust emission and shall not be idled within the subway, preventing air contamination. No refueling shall be done within a subway section.
- C. Equipment on Hi-Rail vehicle shall include adjustable flanged wheels which can be engaged with standard "T" track. These wheels shall be capable of being mechanically locked in the rail operating position to prevent inadvertent retraction during travel.
- D. Hi-Rail equipment can be successfully operated at moderate speeds on main line tracks and at reduced speeds over turns, switches, and crossovers. Request from the Owner maximum operating speeds for the line the work is assigned. These maximum operating speeds shall be furnished to the vehicle operator and a "T" representative for guidance and enforcement.
- E. Provide a fire extinguisher on the Hi-Rail Vehicle, as required for safety. Fuel and equipment shall be stored outside the subway and provisions made for proper ventilation.
- F. One motorman (Owner personnel) will accompany each Hi-Rail vehicle piece of equipment in its moves at no additional cost to the Owner.

1.6 SAFETY

- A. As a requirement of this Contract at any place of work, whether in the or surface work and during the non-daylight hours, provide a minimum of two lighted red lanterns set out on the tracks to protect the work area. These lanterns shall be maintained in good operating condition throughout the length of the job. A copy of the MBTA handbook, "Hand, Flag, Lantern, and Safety Care Signal Safety Rules" (May, 1974) is available for guidance.
- B. Explosive materials, including, but not limited to propane and gasoline tanks, will not be allowed in the stations during revenue hours.

1.7 RADIOS

- A. As a requirement of this Contract, provide multiband FM two-way portable radios in accordance with MBTA Specification C6, latest revision. These radios shall accompany each piece of Hi-Rail equipment and various splintered work parties during work in or adjacent to the station that could affect operations. Also supply three portables to the Owner for their exclusive use. Maintenance of radios will be the responsibility of this Contract for its duration. Numbers for radios will be assigned by the MBTA for safety purposes. The radios shall be in proper working order when turned over to the Owner. Provide replacement radios for those radios out for maintenance. Owner will return radios upon completion of the Contract.

PART 2 - PRODUCTS

Not Used.

PART 3 - EXECUTION

Not Used.

PART 4 - MEASUREMENT AND PAYMENT

4.1 MEASUREMENT AND PAYMENT

- A. No separate measurement or payment will be made for work required under this section. Costs in connection therewith will be considered incidental to the item or items of work to which they pertain.

END OF SECTION

SECTION 01545-SBE

PROTECTION OF WORK AND PROPERTY

PART 1 - GENERAL

1.1 DESCRIPTION OF WORK

- A. Work Included: This section specifies the general requirements for the temporary protection of work and property during the Contract period.

1.2 TEMPORARY PROTECTION

- A. Protect the following:
1. Sills, jambs and heads of openings through which materials are handled;
 2. All finished surfaces, such as walls, doors, floors, ceilings, treads, and platforms, against damage, mortar droppings, oil, grease, paint, or other material which will stain or mat the finished surface;
 3. Roof surfaces where any activity must take place on finished roofing in order to carry out the Contract.
 4. Existing sidewalk panels and curbs adjacent to limits of work from damage or staining.
- B. After work is properly completed, be responsible for protecting work and for repairing, replacing, and cleaning of damaged work, so that all work is in perfect condition at the time of acceptance of the facility.
- C. Remove all temporary protection and coverings at the completion of the Work.

PART 2 - PRODUCTS

Not Used.

PART 3 - EXECUTION

Not Used.

PART 4 - MEASUREMENT AND PAYMENT

4.1 MEASUREMENT AND PAYMENT

- A. No separate measurement or payment will be made for work required under this section. All costs in connection therewith will be considered incidental to the item or items of work to which they pertain.

END OF SECTION

SECTION 01560-SBE TEMPORARY CONTROLS

1.1 DESCRIPTION

This section specifies the general requirements for furnishing, installing, and operating temporary controls during construction.

1.2 DEBRIS AND CLEAN UP

A. Debris shall:

1. Not be permitted to accumulate: the Work shall at all times be kept satisfactorily clean. Remove debris and rubbish as required by the Owner.
2. Not be disposed of on-site. Under no circumstances shall open fires or incinerators be used for disposal of rubbish or debris.

B. Disposal of debris:

1. Do not throw rubbish, debris, and waste material from windows, platforms, or other parts of the facility. Wet down rubbish, dirt, and other dust-producing materials from time to time.
2. Immediately after unpacking, remove and dispose of all packing materials, case lumber, excelsior, wrapping, or other rubbish from the site.

C. Cleanup:

1. Be responsible for all breakage of glass from the time the glazier has completed his work until the Contract is accepted by the Owner. Replace all broken glass and deliver the entire facility with all glazing in perfect condition, intact and clean. Broken glass shall be replaced in kind: the replacement of special glass shall conform to the original specification and the integrity of special sash shall be retained as specified.
2. Prior to final inspection, the entire exterior and interior of the facility within the Contract limit lines shall be cleared of all rubbish and thoroughly cleaned by the Contractor, including, but not restricted to, the following:
 - a. all construction facilities, debris, and rubbish shall be removed from the site.
 - b. all finished surfaces within the facility shall be swept, dusted, washed, and polished. This includes cleaning of the work of all finished trades where needed, whether or not cleaning for such trades is included in their respective specifications:
 - c. pipe and duct spaces, chases, and crawl spaces shall be thoroughly clean:
 - d. all equipment shall be in an undamaged, bright, clean, polished condition:
 - e. all glass shall be washed and polished, both sides.

D. The Contractor shall have full responsibility for cleaning up during and immediately upon completion of his work, shall remove all rubbish, waste, tools, equipment, and appurtenances caused by and used in the execution of his work, leaving the site clean, free of debris and in proper condition.

E. Equipment or material shall not be left within any of the aforementioned areas after acceptance of the Contract without the written permission of the Owner. Do not abandon any material at or near the site regardless of whether or not it has any value.

1.3 LAWS TO BE OBSERVED

A. Air Pollution Control

1. Comply with the provisions of Section 142B of Chapter 111 of the General Laws pertaining to air pollution within the Metropolitan Air Pollution Control District. The burning of trees, brush, and other combustible materials will not be permitted. Provide satisfactory methods of disposal without additional compensation.
2. On all Federal Aid Projects, submit evidence, to the Owner, that the governing criteria issued by agencies of the U.S. government pertaining to prevention and control of air pollution can be met.

B. Prevention of Water Pollution

1. Attention is directed to Section 42 of the Massachusetts Clean Waters Act (Chapter 21 of the General Laws as amended).
2. On all Federal Aid Projects, submit evidence to the Owner that the governing criteria issued by agencies of the U.S. government pertaining to prevention and control of water pollution can be met.
3. Further, during the performance of all work under the Contract, take sufficient precautions in the conduct of operations necessary to avoid contaminating water in adjacent streams or pond areas. All earthwork, grading, moving of equipment, water control in foundation areas, and other operations likely to create silting, shall be planned and conducted so as to avoid or minimize pollution in adjacent streams or pond areas. Water used for any purpose which has become contaminated with oil, bitumen, salt, or other pollutants shall be discharged so as to avoid affecting nearby waters. Under no circumstances shall pollutants be discharged directly into any adjacent stream or pond areas.
4. When water is used from natural sources for any operations, intake methods shall be such as to avoid contaminating the source of supply and maintaining adequate downstream flow when the source is a stream.
5. Attention is directed to Chapter 220. Acts of 1955, relative to inland waters.

C. Plant Pest Control

1. Attention is directed to the provisions of the Federal Plant Quarantine Act of 1912. as amended (7 U.S.C. 151-165 and 167). the Terminal Inspection act of March 4, 1915. as amended (7 U.S.C. 166). Organic Act of 1944, as amended (7 U.S.C. 150aa-150jj), Cooperation with States in Administration and Enforcement of Certain Federal Laws, approved September 28, 1962 (7 U.S.C. 450).
2. All soil moving equipment operating in regulated areas in Massachusetts shall be subject to plant quarantine regulations. In general, these regulations require the thorough cleaning of soil from equipment before such equipment is moved from regulated areas within Massachusetts to uninfested areas either within or outside the Commonwealth. The cost of such cleaning shall be included in the Contract prices and shall not be in addition thereto.

3. Complete information may be obtained from the Massachusetts Department of Agriculture, Plant Pest Control Division. 100 Cambridge Street. Boston. For interstate movement of soil moving equipment. contact:
U.S. Department of
Agriculture Plant Pest
Control Division
424 Trapelo Road
Waltham, Massachusetts 02154

D. Protection of Fish Life

1. In carrying out work within the limits of pools or streams or adjacent to the same. comply with the regulations of the State Department of Game and Fisheries, and give that Department such advance notice of intentions to proceed with the work at such locations as will enable that Department. if it so desires. an opportunity to transfer fish from pools or streams which will be affected by the work.
2. Any isolated potholes remaining from operations shall be provided with open water channels in such a manner that there will be a direct outlet at the lowest water level of the stream.

E. Energy policy and Conservation Act

1. Comply with mandatory standards and policies relating to energy efficiency which are contained in the State energy conservation plan issued in compliance with the Energy Policy and Conservation Act (42 USC Section 6321 et. seq.).

F. Environmental Violations

1. Comply with the Massachusetts Department of Environmental Protection Regulations for Releases of Oil and Hazardous Materials and all other requirements of the Environmental Protection Agency regulations of the Clean Air Act and Clean Water Act and any other provisions of law, or amendments thereto including the laws or regulations of local municipalities.
2. All diesel construction equipment used in this contract shall have emission control device installed, such as oxidation catalysts or particulate filters on the exhaust system side of the diesel combustion engine equipment.

1.4 DEPOSITS IN NAVIGABLE WATERS

Attention is directed to the Federal River and Harbor Act approved March 3, 1899, and amendments thereof or supplements thereto, which prohibits (except under certain conditions with prior approval of the secretary of the Army) the placing or suffering to be placed of any obstructive material or refuse in any navigable water, on the bank of any tributary of any navigable water where the same will be liable to be washed into such navigable water by ordinary or high tides by storms or flood, or otherwise whereby navigation will or may be impeded or obstructed. and which also provides penalties for violation.

1.5 WORK IN OR OVER NAVIGABLE WATERS

- A. Conduct all work in or over navigable waters such that free navigation of the waterways will not be unreasonably interfered with and that the existing navigable depths will not be impaired. Comply with all governmental regulations pertaining to the work and secure all permits necessary for the performance of this work, except that the Owner will obtain the permit, from whatever agency issues such permits, for the construction of the permanent structure over navigable waters, and such permit will be available for the Contractor's inspection at the office of the Owner.

- B. Promptly clear the channel of all pilings or other temporary or movable obstructions placed therein or caused by the operations of the Contractor when in the opinion of the District Engineer of the Department of the Army, there is no further need for such obstructions or their presence creates a hazard to marine traffic. In any case, such clearing shall be completed prior to acceptance of the Contract.
- C. Any work of a temporary nature required by the Department of the Army, the United States Coast Guard or any other agency having jurisdiction, including but not limited to, lights, signals, buoys, and the likes, to protect navigation during construction operations, shall be provided by the Contractor at his own expense.

1.6 PUBLIC SAFETY AND CONVENIENCE

- A. At all times until final acceptance of the Work by the Owner, the Contractor shall protect the Work and shall take all precautions for preventing injuries to persons or damage to property on or about the site.
- B. The Contractor shall comply with all applicable laws, ordinances, rules, and regulations regarding the safety of persons or property or with regard to protecting them from damage, injury, or loss and shall not load or permit any part of the Work to be placed so as to endanger the safety of the Work.
- C. If the Contractor constructs temporary bridges or provides temporary crossings of streams, his responsibility for accidents shall include the roadway and sidewalk approaches as well as the structure of such crossings (also see Articles 1.04 and 1.05).
- D. The decision for routing traffic through or around the Work and provisions for the control of same will be made by the Owner. Whenever it is deemed advisable, special detours will be provided for truck or bus traffic. Where deemed advisable by the Owner, traffic patterns and schedules will be studied in the design stage and included in the Contract Specifications. Highways and streets shall be closed to travel only as directed by the Owner.
- E. Schedule the temporary or permanent closing of highways and city and town ways to travel only after consultation with the Police Chief and Fire Chief of the municipalities concerned. The temporary closing of highways and city and town ways shall be kept to a minimum.
- F. When detours around the Work are provided on existing city or town ways, maintain such city or town ways as required in Section 01570, Article 1.02 and be compensated as specified in that Article.
- G. Where new construction coincides with the present MBTA Transit System, carry on the work in a manner acceptable to the Owner so that a reasonably safe uninterrupted transit flow is maintained through the Contract during the entire construction period. Provide and maintain in a reasonably safe condition the temporary approaches and the crossings of intersecting work.
- H. Maintain temporary roadways in a manner which will provide reasonably safe and convenient travel. When temporary roadways outside the contract limits are abandoned, remove the surfaces and grade to a smooth, neat, natural appearance, free from water pockets as directed by the Owner.
- I. Abandon temporary or existing roads beyond the limits of the MBTA Transit System trackway slopes, but within the Contract limits, shall be excavated, graded, loaned, and seeded as directed to present a neat, natural appearance and provide for proper drainage. Compensation for this work will be included under the respective items of work involved.
- J. As directed, conduct the work such that abutters shall have reasonable access to their property. When public or private property is isolated by the closure of a highway or city or town way, the Contractor shall be responsible for providing such reasonably safe means of access to a public way as the Owner deems essential and he shall be compensated for all work directed by the Owner at the Contract unit prices for the type of work and materials involved. When it is necessary to leave materials and equipment upon the highway or city or town way, place them so as to cause the least possible obstruction to drainage, pedestrian, and other travel.

- K. When the work in any way affects the operation, management, maintenance, business or traffic on any railroad, carry on such work in a manner satisfactory- to the said railroad: but all orders, directions, or instructions to the Contractor relative to Work under the Contract will be issued only by the Owner. All possible vigilance in order to effectively guard against all accidents or damages on the railroad due to the work, and at all times during the progress of the Work manage and execute the same so as to cause the least possible interference with the operation, management, business or traffic of the railroad (also see General Conditions sections relating to relations with railroads).

1.7 NOISE CONTROL

Use every effort and every means possible to minimize noises caused by construction operations, which the Owner may consider as objectionable. Provide working machinery and equipment designed to operate with the least possible noise, and when gearing is used, such gearing shall be of a type designed to reduce noise to a minimum. Equip compressors with silencers on intake lines. Equip gas or oil operated equipment with silencers or mufflers on intake and exhaust lines. Wherever practicable, electricity shall be used for power to reduce noise. Dumping bins, hoppers, and trucks used for disposal of excavated materials shall be lined with wood or other sound-deadening material if required. Where required by agencies having jurisdiction, certain noise-producing work may have to be performed during specified periods only.

1.8 DUST CONTROL

- A. Dust control shall be the responsibility of the Contractor. and furnishing and applying calcium chloride or other dust control material shall be at the Contractor's expense unless specified otherwise in the Contract Specifications.
- B. Notify the Owner, in writing, what measures will be implemented to provide adequate dust control measures. If the actual dust control measures used on the work are inadequate. when directed by the Owner, immediately provide additional dust control to rectify the situation at no additional expense to the Owner.

1.9 SITE SECURITY AND ACCESS

- A. The Contractor shall prepare and submit to the Owner for approval, a site specific security plan for the all phases of the Work. This plan shall be detailed to address all site security issues of the Work including all subcontractor efforts. The plan shall be maintained and updated as required throughout the Contract duration. The Contractor, Subcontractor, Vendors and Suppliers are required to comply with the approved site security plan at all times. The Contractor is required to provide identification badges for all employees including subcontractors. The badges must include personal photograph, name and employer and must be visible when worn at all times.

**END OF
SECTION**

SECTION 01568-SBE
CONSTRUCTION SAFETY

PART 1 – GENERAL

1.1 DESCRIPTION

- A. This section specifies requirements to establish a practical, sound, and effective program for the prevention of construction accidents, and to assign specific responsibilities to Contractors for program compliance.
- B. Contractors and their supervisors must control hazardous activities and conditions within their respective areas of contract responsibility.
- C. The Contractor shall conduct a pre-construction kick off safety meeting on site in coordination with the MBTA to discuss contract specific hazards and Safety Supervisor requirements
- D. Attention of the Contractor is, specifically directed to the General and Supplementary Conditions of this Contract, which shall be made a condition of each subcontract entered pursuant to the Contract. Further, the Contractor and any subcontractor shall not require any person employed in performance of the Contract to work in surroundings or under working conditions which are unsanitary, hazardous, or dangerous to health or safety, as determined under construction safety and health standards (Title 29, Code of Federal Regulations, Part 1518, Published in the Federal Register on April 17, 1971) promulgated by the United States Secretary of Labor, in accordance with Section 107 of the Contract Work Hours and Safety Standards Act (83 Stat. 96). This contract will require all contractors and subcontractors to comply one hundred percent (100%) with OSHA's fall protection standard.
- E. The Owner may stop any work that it considers to be unsafe.

1.2 SUBMITTALS

- A. All safety submittals must be approved by the MBTA Safety Department prior to the start of construction.
- B. Safety and Health Plan: The contractor shall, submit for approval to the MBTA, a detailed operational project-specific Safety and Health Plan.
- C. As part of the Safety and Health Plan submittal, Contractors must submit their Federal Railroad Administration (FRA) Approved Drug & Alcohol Plans as well as FRA Approval Letter.
- D. Safety Supervisor: The Contractor shall submit the resume of the qualifications and work experience of the designated Safety Supervisor proposed for assignment to the Project

prior to the start of construction. No construction work shall begin until the project Safety Supervisor has been approved by the MBTA.

SAFETY SUPERVISORS:

1. Prior to the start of construction, the Contractor shall submit to the MBTA a proposed list of Safety Supervisors (full time and alternates), including names, experience, and qualifications. No work at the job site shall begin until the MBTA Safety Department has approved the Contractor's Safety Program and Safety Supervisors.
2. The Contractor shall have a full-time (all working hours/one each shift) Safety Supervisor, whose sole responsibility is on-site safety management. In the absence of the Safety Supervisor (e.g. vacation, sick leave, short term shift work not exceeding two weeks), the Contractor must assign a full-time Owner approved Alternate Safety Supervisor to this contract. All Alternate Safety Supervisors must be a Class I or greater (see Qualification Table below).
3. Contracts with more than one physical location shall require a Safety Supervisor for each location provided:
 - i. The locations are more than a 15-minute drive apart under normal traffic conditions.
 - ii. The MBTA determines the hazards involved require a dedicated Safety Supervisor for each location.
4. The Contractor's full-time Safety Supervisor shall have thorough knowledge of construction safety and OSHA regulations. If, in the opinion of the MBTA Safety Department, the Contractor's Safety Supervisor is not effective in carrying out the assigned duties as described below, the MBTA Safety Department may request, in writing, that the Contractor replace the Safety Supervisor.
5. The duties of the Safety Supervisor shall include but not be limited to the following:
 - i. Maintenance of the Contractor's Safety Program
 - ii. Enforcement of safe practices
 - iii. Complete daily safety inspections of the job site and contiguous public areas and take any corrective actions to eliminate unsafe conditions. Inspections must be documented and made available to the MBTA upon request for the duration of the project.
 - iv. Establish and implement a project safety training program for supervisors and employees as applicable to their job.
 - v. Conduct regular project safety meetings.
 - vi. Review accident and investigation reports, and initiate corrective action to prevent reoccurrence.
 - vii. Assist Foremen in accident investigations.

- viii. Establish incentive programs designed to recognize individual employee safety efforts and contributions towards improved safety.
 - ix. Prepare a Safety Audit Checklist and complete the checklist each week during construction. The completed Audit Checklists shall be submitted to the Owner weekly.
 - x. The proper use of safety equipment and Personal Protective Equipment (PPE)
 - xi. Other such activities as may be required by OSHA and the MBTA to maintain job safety and accident prevention.
6. The Safety Supervisor shall not be replaced or reassigned without the written approval of the MBTA Safety Department. A transition period of two weeks shall occur when Safety Supervisors are reassigned. Vacancies in these positions must be filled within two weeks. Safety Supervisors shall be assigned full-time to the contract and shall not be utilized concurrently on any other MBTA contract or any other projects outside the MBTA.
7. The timeline for full-time Safety Supervisor coverage must be approved by the MBTA Safety Department. Contractors must receive approval from the MBTA Safety Department in writing for any work to be performed without the full-time Safety Supervisor present on site during work activities (i.e. punch list items following substantial completion).
8. The Safety Supervisor needs to be on the project site when major work tasks are being performed. During work periods when the Contractor is not performing contract work or when there is little to no risk involved with the planned work (eg. painting), the Safety Supervisor can be absent from the project site with permission from the MBTA Safety Department.
9. All MBTA approved Safety Supervisors must have the following qualifications:
- i. Specialized safety training relevant to the contract.
 - ii. OSHA 30hr certificate or instructor level 500 course
 - iii. Demonstrated ability to create and maintain a safe work environment.
 - iv. Working knowledge of safety regulations and hazard control measures.
 - v. Demonstrated ability to conduct safety training and provide safety briefings/toolbox talks.
 - vi. Working knowledge of hazardous work procedures specific to the contract (confined space, hot work, fall protection, etc.).
 - vii. Physically able to perform the job.
 - viii. Evidence of participation in an on-going general construction safety program.
10. Contractor Safety Supervisors shall be classified into three (3) levels with their qualifications based upon the extent of their construction safety supervisory experience and capabilities. The Contractor shall classify each Safety Supervisor and Safety Supervisor Alternate in the Safety Supervisor submittal, however the MBTA Safety Department reserves the right to adjust the Contractor's

classification. Qualifications for each classification are outlined in the table below:

Qualification	Supervisor Classification Level		
	Class I	Class II	Class III
Minimum years of safety experience	2	5	7
Minimum years of full-time on-site construction safety experience	0	3	5

11. The level of classification required for assigning Safety Supervisors for each contract shall be determined based on guidelines established by the MBTA Safety Department, which shall in turn be based on contract characteristics outlined in the table below. The Contractor shall classify the contract level, which determines the classification of Safety Supervisor required, however the MBTA Safety Department reserves the right to reclassify the contract. A risk assessment may be submitted by the Contractor to help justify the intended classification level for the contract.

Contract Characteristics	Contract Classification Level		
	Class I	Class II	Class III
Complexity level	Low	Medium	High
Dollar value range	< \$10 million	\$10 - \$100 million	\$100 million +
Risk level	Low (low voltage electrical, fall protection)	Medium	High (high voltage, confined space, Hazmat)
ROW Access	None	Occasional	Extensive
Examples	Station repair, platform rehab, new duct installs	Rail replacement track work with outages/diversions	New facilities, new stations, line extensions

- E. Industrial Industry Records: Prior to start of work, the Contractor shall submit their injury/illness records for the previous 3 years.

PART 2 - PRODUCTS

None

PART 3 – EXECUTION

3.1 EMERGENCY TELEPHONE NUMBERS

- A. To ensure that emergency actions are promptly taken, Contractors shall post emergency telephone numbers in conspicuous places.

3.2 ORIENTATION PROGRAM

- A. The Contractor shall establish and maintain an orientation program for new employees which shall include:
 - a. For each individual the hazards present in their work assignment and in the general area in which he will be working.
 - b. Personal protective equipment required.
 - c. Instruction in the proper procedure for reporting unsafe job conditions which he/she may encounter.

3.3 OSHA

- A. The Contractor shall comply with the OSHA 1926 Construction Safety Standards that apply to the project work. The Contractor shall meet the reporting requirements, and employers with eleven (11) or more employees must meet recordkeeping requirements.
- B. All Contractor and Sub-Contractor personnel shall possess an OSHA 10 Hour Certification card when working on the project site.
- C. All fatality cases and/or serious accidents and illness shall be reported to OSHA immediately by phone to an Occupational Safety and Health Area Office. Employers must report immediately all blasting accidents.
- D. Part of the OSHA requirements is that each employer must post in a prominent location the "Safety and Health Protection on the Job" poster. The poster briefly states the intent and coverage of the Act. Failure to post this document is a citable offense under the Act.

3.4 REQUIRED TRAINING

- A. All workers (including subcontractors and vendors) employed by the Contractor who work on or around the Owner's rapid transit system (including stations, maintenance facilities, track area ROW on and /or adjacent to the power traction system, etc.) shall be required to attend MBTA's ROW training. Contractors, subcontractors, and vendors must take the initial 8-hour training if they have never taken the training before. If they have taken MBTA ROW training, they need to attend a refresher training every 2 years. Workers are required to carry their MBTA ROW certification cards with them at all times while on site. All costs for this training shall be at the sole expense of the Contractor. To register for ROW safety training, contact:

Supervisor and Chief Rules Examiner of Training
Cabot RTL Training
275 Dorchester Avenue, 2nd Floor
617-222-5377

- B. For projects affecting the MBTA Commuter Rail system, all workers (including subcontractors and vendors) employed by the Contractor who come within the limits of the Commuter Rail ROW, must have completed Roadway Worker Protection (RWP) Class. A certification from this class is valid for one (1) year from date of issue. Workers

are required to comply with the MBTA Commuter Rail operator's safety requirements throughout the entire construction period. The RWP class will be provided under the jurisdiction of the MBTA Commuter Rail operator, who will be responsible to ensure that the Contractor, subcontractors, and respective employees have attended the RWP class. This training class must be retaken annually. Workers are required to carry their RWP certification cards with them at all times while on site. All costs in connection with complying with the MBTA Commuter Rail safety requirements will be at the sole expense of the Contractor.

- C. All workers (including subcontractors and vendors) employed by the Contractor who work on or around those portions of the Owner's Commuter Rail system (including stations, trackways, maintenance facilities, and electrification facilities), or other railroad facilities, that are operated by Amtrak, Pan Am Southern, Pan Am Railways, CSX Transportation, Mass Coastal Railroad, Bay Colony Railroad, the Providence and Worcester Railroad, or other railroad entities shall comply with the RWP training policies, and attend training classes, as required by the respective operating railroad. The Contractor is obligated to notify the Owner's project personnel of any new workers (including subcontractors /vendors) that are entering the site and ensure they are complying with necessary RWP Training. All costs for this training shall be at the sole expense of the Contractor.
- D. The Contractor shall certify that all employees to be employed at the worksite shall have successfully completed a course in construction safety and health. The course must be approved by the United States Occupational Safety and Health Administration, and it must be at least 10 hours in duration per MGL C. 30, Section 39S. The Contractor shall submit documentation of successful completion of said course with the first certified payroll report for each employee.

3.5 PROSECUTION OF THE WORK

- A. The Contractor shall take all reasonable precautions in the performance of the work to protect the safety and health of its employees and members of the public and shall comply with all applicable MBTA, Local, State and Federal safety and health regulations and associated reporting requirements.
- B. The MBTA shall notify the Contractor in writing of any non-compliance and of the corrective action required. This notice, when delivered to the Contractor or the Contractor's representative at the site of the work, shall be deemed sufficient notice of the non-compliance. The contractor shall immediately take corrective action required after receiving the notice. If the contractor fails or refuses to take corrective action promptly, the MBTA may, without prejudice to other legal or contractual rights, issue an order stopping all or part of the work; and may subject the contractor to safety violation assessments as deemed appropriate by the MBTA. Resumption of work may be issued by the MBTA Safety Department.
- C. The Contractor shall maintain accurate data on all accidents and incidents occurring under this contract and report this data in a manner prescribed by the MBTA.

- D. The Contractor shall be responsible for all its lower-tier sub-contractor's and vendor's compliance.
- E. Contractor management shall make a commitment for accident prevention and fire prevention. Safety shall take precedence over schedule and production. Enforcement action is mandatory.
- F. The Contractor shall notify the MBTA at least two (2) days prior to bringing in any hoisting equipment (cranes, etc.) on the Owner's property. Hoisting equipment must be inspected before being used on the work site. For any work involving hoisting equipment with the potential to foul the MBTA Right of Way (ROW), the following information must be submitted at least two (2) business days prior to any hoisting activity:
1. Scope of work (purpose of work, hours of operation, location, etc.)
 2. Pick plan (max pick weight must be under 67% of hoisting capacity*)
 3. Equipment specifications
 4. Most recent 3rd party crane inspection/certification
 5. Operator's driver's license
 6. Operator's hoisting license
 7. Operator's medical certificate
- * Critical picks (> 67% of crane capacity) must be coordinated with the MBTA well in advance and the Contractor must demonstrate why each critical pick cannot be performed with picks under 67% of crane capacity.
- G. The Contractor shall assume full responsibility for the safety of all work. The Contractor shall perform work in a manner that will ensure the safety of personnel and the work; and prevent personnel and equipment from being exposed to hazardous or potentially hazardous conditions. All work in the construction of the project shall comply with the requirements of the U.S. Department of Occupational Safety and Health Administration (OSHA) provisions, as well as those of State and local regulations. Safe breathing levels must conform to the Massachusetts Department of Environmental Protection (DEP) standards. In case of conflict of regulations, the most stringent regulations shall apply.
- H. The Contractor shall provide at the site such equipment and medical facilities as are necessary to supply first-aid services to any person who may be injured in the progress of the work. At least one individual member of the contractor's staff, properly qualified with current certification (Red Cross or equivalent) in basic first aid and Cardiopulmonary Resuscitation (CPR), must be continuously present, on the site at all times when work is in progress. This individual must also have a general knowledge regarding blood borne pathogens. First-aid equipment shall be complete in all respects. The Contractor shall also have standing arrangements for the removal and hospital treatment of any employee who may be injured or who may become ill.
- I. The Contractor shall comply with the applicable requirements of the Environmental Protection Agency's National Emission Standards for Hazardous Air Pollutants, Part 51, Chapter 1, Title 40, Code of Federal Regulations, Subpart B, effective April 6, 1973, and as amended October 5, 1975 (Published October 14, 1975, in the Federal Register), and also subpart M published in June 1984.

- J. The Owner will not compensate the Contractor for delays or denials to work when the Contractor is in violation of regulations listed in this contract

3.6 INCIDENT REPORTING

- A. All accidents, incidents, and occurrences (as defined by 49 CFR Part 674 Appendix A) shall be reported immediately to MBTA field staff. Contractors shall issue standing orders to all supervisors directly in charge of operations that the scene of the incident shall not be disturbed, except for rescue or other emergency measures, until otherwise directed by MBTA Safety. Contractor's forces either witnessing or party to the incident shall be detained at the site to provide detailed accounting of facts.
- B. The Contractor shall complete the e-Builder incident reporting process within one week following all reported incidents, accidents, and near misses. An extension may be provided by the MBTA Safety Department if extenuating circumstances (i.e., injured employee with an extended hospital stay) prevent the completion of the e-Builder incident reporting process within the one-week deadline.
- C. The Contractor shall be responsible for providing a full incident investigation through the e-Builder process complete with corrective actions, witness statements, photos, etc.
- D. The MBTA Safety Department will provide final approval for all e-Builder incident reporting and reserves the right to request more detailed incident information and require additional corrective actions.

If any claim is made by any third person against the Contractor or any subcontractor on account of any incident, the Contractor shall promptly report the fact in writing to the Owner, giving full details of the claim.

3.7 WORK AUTHORIZATIONS

- A. Work authorizations must be issued by the MBTA in accordance with all current MBTA policies, programs, and procedures. Work authorizations include, but are not limited to:
 - a. Excavations/Trenches
 - b. Hot work
 - c. Confined space entry
 - d. Cranes and suspended platforms
 - e. Work performed by rail-bound equipment on grades 3% or greater

3.8 WORKING NEAR THE THIRD RAIL

- A. When working on or near the third rail, when the power is off, the contractor must have a third rail high-voltage warning device on the job site approved by the MBTA Power Department. This device will warn work crews if the third rail becomes energized at any time during work activity involving the Right of Way (ROW). The Contractor shall coordinate all work near the third rail with the MBTA Power Department.

B. HIGH VOLTAGE REQUIREMENTS

- a. Work activities necessitating traction power system (third rail and trolley wire) de-energization will require the services of an MBTA power lineman on site at all times.
- b. Anytime a Contractor employee has to enter an electric manhole, the MBTA Power Department must be on site to inspect the condition of the power lines and ensure that power is terminated. All power sources must be covered with fire retardant (FR) blankets by the MBTA.

C. EQUIPMENT

- a. All rail bound equipment used by the contractor on MBTA property must be inspected by the MBTA Maintenance of Way Department prior to use on the work site and shall not be used if considered unsafe or not conforming to MBTA specifications.
- b. All contractor/subcontractor equipment (including hi-rail) operators must be trained, certified, and properly licensed for each specific piece of equipment they will operate.
- c. The contractor/subcontractor must keep a copy of the Manufacturer's Operating Manual or instructions onboard the hi-rail equipment at all times.
- d. The contractor/subcontractor hi-rail vehicles must be equipped with an exhaust gas purifier, and the hi-rail equipment shall comply with requirements of the hi-rail equipment manufacturer. Documentation of same must be readily available and provided to the Owner upon inspection.
- e. Contractors are required to comply with any and all Special Orders and Directives issued by the Owner relative to hi-rail vehicle operations.
- f. If the contractor/subcontractor equipment is involved in a derailment, near miss, or incident which caused injury or exposed personnel to injury and/or caused damage to Owner property, that equipment is subject to the Owner's Impound Policy/Procedure.
- g. Contractor equipment to be used on or in the vicinity of the tracks shall be in first-class condition, so as to positively prevent any failure that would cause delay in Owner operations or damage to its property or compromise the health and safety of personnel working on the project.
- h. Equipment shall not be placed or operated within fouling distance (15' from the centerline) of track without first obtaining the permission of the Owner.
- i. Heavy Equipment used in tunnel operations must utilize fire resistant hydraulic fluids and conform to OSHA 20 CFR 1926.800 (m)(8), and the Massachusetts Fire Prevention Regulations {527 CMR 1.03 (8)} and the Boston Fire Prevention Code {Section 1.05 (b)}.

D. PERSONAL PROTECTIVE EQUIPMENT (PPE)

- a. All personnel working on the project site, within the MBTA construction project limits are required to wear an MBTA approved high visibility reflective safety garment, hard hat, safety glasses, and protective footwear at all times.
- b. All Contractor employees working within the MBTA ROW must carry the following with them at all times in accordance with the MBTA ROW Rulebook:
 - i. MBTA Safety approved high visibility garment/vest
 - ii. Whistle
 - iii. Working flashlight
 - iv. Valid ROW Card

All Contractor personnel working in the MBTA ROW or on station platforms will require the use of MBTA flaggers in compliance with all requirements set forth by the MBTA ROW Rulebook.

3.9 HAZARDOUS SUBSTANCES

- A. Any Contractor who uses hazardous substances on the hazardous substances list to which workers might be exposed under either normal work conditions or reasonable foreseeable emergency conditions must provide those workers with the required hazardous substance information.

3.10 PROTECTION OF THE PUBLIC

- A. All necessary precautions to prevent injury to the public or damage to property of others shall be taken. The public is defined as all persons not employed by or under contract or subcontract to the MBTA. Installation of temporary barriers and/or fencing designated to protect the public shall be reviewed and approved by the MBTA.
- B. Work shall not be performed in any area occupied by the public unless specifically permitted by the contract or in writing by the MBTA.

3.11 SUBSTANCE ABUSE/PREVENTION/TESTING PROGRAM

- A. The Contractor shall establish a substance abuse policy and testing program that includes the following elements:
 - a. Deterrence
 - b. Treatment and Rehabilitation
 - c. Detection
 - d. Enforcement
- B. The MBTA reserves the right to approve the proposed substance abuse program prior to commencing the contract.

C. Whenever any of the following conditions occur, the Contractor personnel involved will be required to submit to a drug and alcohol screen:

- a. Any event on/or involving MBTA property or personnel that results in a fatality
- b. Any personal injury to a Contractor employee, or member of the public which requires or should reasonably require medical attention
- c. Any event causing significant or unusual property damage, as determined by an MBTA official
- d. Any event which appears to involve a violation of MBTA rules which poses a safety threat to employees or members of the public. The employees in these situations must be tested unless at the time of the accident/incident the employee's performance can be completely discounted as a contributing factor to the accident/incident. The drug and alcohol screen should be completed immediately, but absent unusual circumstances, not more than eight (8) hours after the accident/incident in question occurred.
- e. In the event of hospitalization and unless medically precluded, a drug and alcohol screen shall be ordered at the treatment facility if treatment is expected to exceed eight (8) hours. This screen will be identical to that utilized in probable cause.

3.12 FRA 219 Plan (**This requirement is for any project that occurs within the MBTA 's Commuter Rail Territory.**)

- A. Contractor and its Subcontractors will comply with the requirements of 49 CFR Part 219. Contractor and its Subcontractors also must comply with MBTA and Commuter Rail Operator requirements relating to control of alcohol and drug use, including by (a) providing to the MBTA copies of their drug and alcohol plans submitted to the Federal Railroad Administration ("FRA") as applicable, and (b) providing the MBTA and the Commuter Rail Operator with copies of any FRA Acceptance letters along with certifications from Contractor and its Subcontractors that their plans are in compliance with the requirements of 49 CFR Part 219. Contractor and its Subcontractors will be prohibited from performing work until they are in compliance with the requirements of 49 CFR Part 219. Any delays related to failure to comply with these requirements will be considered a non-excused delay under the Contract.
- B. FRA Approved Drug & Alcohol Plans as well as FRA Approval Letter must be submitted by contractors in compliance with Section 1.2 of Section 01568.
- C. Changes made to the Drug & Alcohol Plans must be approved by the FRA. The revised 49 CFR 219 plan must be submitted prior to the revised plan going into effect.
- D. Any subcontractors must submit FRA Approved Drug & Alcohol Plans as well as FRA Approval Letter via e-Builder in accordance with the Subcontractor Acceptance Request process in Specification Section 01300- Submittals. If the Subcontractor is covered under

the Contractor's 219 plan, this must be noted in the Contractor's plan. A letter providing evidence of coverage under the Contractor's plan must be included with the submittal.

- E. In addition, contractors must submit quarterly updates of their testing activities. The quarterly report must include the following:
 - a. Number of people in contractors testing pool
 - b. Number of tests conducted per test type
 - i. Post-Accident/Incident
 - ii. Random Selection
 - iii. Reasonable Suspicion
 - iv. Follow Up Test
 - v. Pre-Employment
 - vi. Return to Work
 - c. Number of Positive Results per test type
 - d. Number of Diluted Results per test type
 - e. Any other related Management Information System (MIS) data

3.13 CONDUCT OF TOURS

- A. Group tours must be cleared through the MBTA, allowing maximum advance notice and in compliance with MBTA Policy and Procedures.
- B. MBTA will coordinate the tour arrangements and ensure notification to the Contractors Project Manager.

3.14 HOUSEKEEPING

- A. Contractors are expected to maintain good housekeeping on their job sites.
- B. During the course of construction, work areas, passageways and stairs, in and around buildings and structures, shall be kept clear of debris. Construction materials shall be stored in an orderly manner. Storage areas and walkways on the site shall be maintained free of depressions, obstructions and debris.

PART 4 - MEASUREMENT AND PAYMENT

- A. No separate measurement or payment will be made for work required under this section.

SECTION 01570-SBE
TRAFFIC REGULATION

PART 1 - GENERAL

1.1 DESCRIPTION OF WORK

- A. Work Included: This section specifies the general requirements for traffic regulation and load restrictions.
- B. Related Work: The following items are not included in this section and will be performed under the designated sections:
 - 1. Section 01020 - ALLOWANCES.

1.2 BARRICADES, WARNING SIGNS AND OTHER PROTECTIVE DEVICES

- A. Barricades, barrier fences, traffic signs, drums with flashers, or other traffic devices will be provided at locations within and around the construction area which present a hazard to motorists or pedestrians. The type, amount, locations, and duration of such devices will be as directed by the Owner. No additional compensation will be made for protective devices. This work will be considered incidental to the item of work to which it pertains.
- B. The Contractor must supply signage controls to keep the existing facility operational.

1.3 TRAFFIC OFFICER SERVICES

- A. Provide such police officers as the Owner deems necessary for the direction and control of pedestrian and vehicular traffic within the site or sites. Police officers shall wear regulation uniforms.
- B. All requests for police details shall be referred to the MBTA Transit Police Detail Officer (Tel. 617-222-1270). The MBTA Transit Police Detail Officer will arrange for the appropriate and sufficient number of details. The request shall be forwarded to the MBTA Transit Police Detail Office, with a copy to the Owner, well in advance to enable him to make the required arrangements. It is the policy of the Owner to use the services of the MBTA Transit Police for details when they are required.

PART 2 - PRODUCTS

Not Used.

PART 3 - EXECUTION

Not Used.

PART 4 - MEASUREMENT AND PAYMENT

4.1 MEASUREMENT

- A. Except as specified in Part 1 “Traffic Officer Services” Article, no separate measurement or payment will be made for work required under this section. All costs in connection therewith will be considered incidental to the item or items of work to which they pertain.
- B. Measurement: Work specified in this section for Traffic Officer Services will not be measured but will be paid for under an allowance for Item 0130.430. The allowance will be adjusted to the actual amount paid for all such work. The Contractor shall furnish itemized statements of the work performed and give the Owner access to accounts, bills, and vouchers relating thereto, and unless the Contractor does furnish such itemized statements, bills, and vouchers, he shall not be entitled to payment for the related work. The allowance will be made to reimburse the Contractor for all services required for the work specified herein.

4.2 PAYMENT

- A. Payment: Payment for the work of this section will be used on itemized statements furnished by the Contractor to the Owner without any mark-up for overhead or profit. No other costs will be paid for work of this section.

4.3 PAYMENT ITEMS

ITEM NO.	DESCRIPTION	UNIT
0130.430	Traffic Officer Services	AL

END OF SECTION

SECTION 01600

MATERIALS AND EQUIPMENT

PART 1 - GENERAL

1.1 DESCRIPTION OF WORK

- A. Work Included: This section specifies the General requirements for materials and equipment, including the delivery, handling, transportation, and storage thereof.

1.2 QUALITY OF MATERIALS

- A. Materials provided shall be new, except as may be indicated otherwise in the Contract Documents. The materials shall be so manufactured, handled, and to provide completed work in accordance with the Contract.

1.3 DELIVERY, HANDLING AND TRANSPORTATION

- A. Delivery:
 - 1. Deliver materials and equipment to the site so that there will be neither delay in the progress of the Work nor an accumulation of material that is not scheduled to be used within a reasonable time.
- B. Handling:
 - 1. Avoid bending, scraping, or overstressing materials and equipment. Protect projecting parts by blocking with wood, by providing bracing, or by other approved methods.
 - 2. Materials and equipment shall be protected from soiling and moisture by wrapping or by other approved means.
 - 3. Small parts shall be packaged in containers such as boxes, crates or barrels to avoid dispersal and loss. Firmly secure an itemized list and description of contents to each such container.
- C. Transportation, Loading, transporting, unloading and storage of all materials and equipment shall be conducted such that they are kept clean and free from damage.

1.4 STORAGE AND PROTECTION

- A. Storage:
 - 1. Provide sheltered, weathertight or heated weathertight storage as required for materials and equipment subject to weather damage.
 - 2. Provide blacking, platforms or skids for materials and equipment subject to damage by contact with ground

- B. Store packaged materials in their original unbroken package or container.
- C. Protection. Protect materials and equipment from damage during warehousing operations
- D. The Contractor shall obtain approval of the Owner for all material storage sites on the Owner's property and shall be solely responsible for the security of such storage sites at no additional expense to the Owner.

PART 2 - PRODUCTS

Not Used.

PART 3 - EXECUTION

Not Used.

PART 4 - MEASUREMENT AND PAYMENT

4.1 MEASUREMENT AND PAYMENT

- A. No separate measurement or payment will be made for work required under this section. All costs in connection therewith will be considered incidental to the item of work to which they pertain.

END OF SECTION

SECTION 01700 SBE

CONTRACT CLOSEOUT

PART 1 - GENERAL

1.1 DESCRIPTION OF WORK

Work Included: This section specifies administrative and procedural requirements for project closeout, including, but not limited to, the following:

1. Inspection and testing procedures.
2. Project record documents.
3. Operating and maintenance manuals.
4. Warranties.
5. Training of Owner's personnel
6. Final cleaning.

Closeout requirements for specific construction activities and special cleaning requirements for products are included in the appropriate sections in Division 2 through 16.

1.2 SUBSTANTIAL COMPLETION

A. Before requesting inspection for certification of Substantial Completion, complete the following:

1. Prepare a list of incomplete items or items requiring correction, the value of items on that list, and reasons the work is not complete.
2. Advise Owner of pending insurance change-over requirements.
3. Submit specific warranties, workmanship bonds, maintenance agreements, final certifications and similar documents. Provide warranty bonds (if required) for building and special systems including, but not limited to, landscaping, structural painting, escalators, elevators, mechanical, electrical, train control, communication systems and other construction systems.
4. Obtain and submit releases providing the Owner unrestricted use of the work and access to services and utilities; include occupancy permits,
5. Submit Record Documents including but not limited to As-Built Drawings, operations and maintenance manuals, final project photographs, models, damage or settlement survey, property survey, and similar final record information.

6. Deliver tools, spare parts, extra stock, and similar items to location(s) designated by Owner. Label with manufacturer's name and model number where applicable.
 7. Make final change-over of permanent locks and transmit keys to the Owner. Advise the Owner's personnel of change-over in security provisions.
 8. Complete start-up testing of systems.
 9. Submit testing, adjusting and balancing records.
 10. Complete training of the Owner's operating and maintenance personnel as described in the technical specifications.
 11. Discontinue or change over and remove temporary facilities from the site, along with construction tools, mock-ups, and similar elements unless indicated otherwise by the Owner.
 12. Advise Owner of changeover of responsibility for payment of utilities.
 13. Provide Occupancy Permits.
 14. Complete final clean-up requirements, including touch-up painting. Touch up and otherwise repair and restore marred exposed finishes to eliminate visual defects.
 15. Complete de-mobilization from, and restoration of all facilities. This includes the removal of temporary facilities, material and debris removal, grading, permanent restoration of fencing and barriers, and removal of contractor locks from doors and gates.
- B. The Contractor shall provide written certification to the Owner when it believes the work is Substantially Completed. Along with said written certification, the Contractor shall provide the Owner with the Contractor's written list of incomplete and non-conforming items/work and a schedule for the completion or correction of such items/work.
- C. Inspection Procedures: Within 21 days of the Owner's receipt of the Contractor's written certification and written list of incomplete and non-conforming work and completion/correction schedule, the Owner shall inspect the Work, and provide the Contractor either a written declaration that the Work has been substantially completed or an itemized list of incomplete and unsatisfactory Work items required by the Contract sufficient to demonstrate that the Work has not been substantially completed. The Owner will either proceed with inspection or advise the Contractor of Incomplete requirements.
- D. The Owner will repeat inspection when requested and assured that the work has been substantially completed.
- E. Results of the completed inspection will form the basis of requirements for Final Acceptance.
- F. Once the Owner determines that Substantial Completion has been achieved, it will provide the Contractor written notice of Substantial Completion and a punch list of items which shall be completed by the Contractor prior to Final Acceptance.

- G. The date of Substantial Completion shall be that date identified in the Owner's written notice of Substantial Completion.
- H. The date that the notice of Substantial Completion and the punch list are transmitted to the Contractor will be used to establish the time period under which the Contractor is obligated to correct defective work and complete punch list items.

1.3 FINAL ACCEPTANCE

- A. Prior to Final Acceptance the Contractor shall:
 - 1. Complete all Work, including all items on all punch lists, to the satisfaction of the Owner;
 - 2. Submit and obtain the Owner's approval of all "Record Documents", warranty documents and all other required submittals; and
 - 3. Address all non-conformance reports to the Owner's satisfaction.
- B. Preliminary Procedures: Before requesting final inspection for certification of Final Acceptance (Final Acceptance inspection), complete the following.
 - 1. Submit a certified copy of the Owner's final inspection list of items to be completed or corrected, stating that each item has been endorsed and dated by the Owner.
 - 2. Submit pest-control final inspection report and warranty.
 - 3. Submit consent of surety to final payment.
 - 4. Submit evidence of final, continuing insurance coverage complying with Agency requirements.
 - 5. Submit all changes to the DBE percentage over the life of the Contract in writing listing all of the change items and their values along with the corresponding change in DBE value.
- C. The Contractor cannot request a Final Acceptance inspection before it has received notice of Substantial Completion. Further, "Record Documents" shall be submitted by the Contractor and approved by the Owner before the Final Acceptance inspection will take place. The Contractor shall notify the Owner in writing when the work is ready to be inspected for Final Acceptance. Thereafter, the Owner will arrange for a Final Acceptance inspection or will notify Contractor of unfulfilled requirements.
- D. Reinspection Procedure: The Owner will reinspect the work upon receipt of notice that the work, including inspection list items from earlier inspections, has been completed.
- E. Upon completion of reinspection, the Owner will prepare a Certificate of Final Acceptance, or advise the Contractor of work that is incomplete or of obligations that have not been fulfilled but are required for that Final Acceptance.

- F. If necessary, reinspection will be repeated.
- G. Once Final Acceptance has been achieved, the Owner will issue a Certificate of Final Acceptance to the Contractor.
- H. Neither Final Acceptance nor the Owner's issuance of a Certificate of Final Acceptance shall constitute a waiver by the Owner of any rights it may have against the Contractor or others, in law, equity or otherwise.
- I. The date of Final Acceptance will be the date used to establish warranty periods, unless otherwise provided for in the Contract Documents.

1.4 AS-BUILT DRAWINGS

- A. The Owner will provide one set of drawings to the Contractor to maintain and submit as As-Built Drawings. Maintain these prints at the site and at all times, absolutely, clearly, and completely show the actual installations in accordance with the Contract requirements. Record all subcontractors' changes. At the start of construction, the Owner will forward an AutoCAD copy of the contract drawings to the Contractor for use its use to prepare project As-Built Drawings. During the course of construction, drawing clarifications for Requests for Information, submittals, nonconformance reports, value engineering, variations for its means and methods and other Contractor initiated changes will be made by the Contractor.
- B. During the course of construction, the Owner, may elect to have the designer revise certain AutoCAD drawings and issue these to the Contractor. All As-Built drawings remain the responsibility of the Contractor. The Contractor shall use the revised designer drawings and update with any As-Built changes.
- C. The Contractor shall maintain a hard copy and electronic set of As-Built Drawings at the Contractor's field office. Red lined, hand marked hard copies shall be available immediately after the start of installation if this information is not yet entered into the AutoCAD files. As a minimum, transfer all entries/revisions from the hard copy set to AutoCAD files by the end of each month. All entries shall be dated and attention called to each entry by a "cloud" drawn around the area affected. Maintain a log of entries/revisions made. The As-Built Drawings shall be at all times, to absolutely, clearly, and completely show the actual installations in accordance with the Contract requirements. The Contractor shall record all subcontractors' changes.
- D. Upon completion of the Work and after checking the subcontractors' As-Built Drawings, and all required drawings, submit a complete set of marked-up record drawings to the Owner in time to be used for the final inspection, and acceptance and for verification by the designer. Submittal and acceptance of As-Built drawings through Substantial Completion shall be a prerequisite to scheduling a final inspection of the Contract and these drawings and the Contract Documents will be used in checking completion of the Work. Nonavailability of As-Built Drawings or inaccuracies therein may be grounds for cancellation and postponement of any scheduled final inspection by the Owner until such time as the drawings are available or the discrepancy has been corrected. Upon completion of the work, the As-Built drawings shall become the property of the Owner. If As-Built Drawings are not maintained as required herein to the satisfaction of the Owner, the Owner will deduct from monthly partial payments, an amount representing the estimated monthly cost of maintaining the As-Built drawings, and in addition will continue deduction of the standard 5

percent retainage after 50 percent completion of the Contract, as provided in Section 01151 MEASUREMENT AND PAYMENT. In addition, the Owner may retain a sufficient amount for the cost of a third party to finalize As-Built documents.

- E. The Contractor shall incorporate changes into the electronic as-built files on a contemporaneous basis and submit to the Owner, three (3) complete copies of electronic, as-built plans of all work installed, relocated or abandoned. The as-built plans shall be prepared and submitted in electronic format (PDF format and as an AutoCAD drawing) in a compact disc (CD), DVD or storage device acceptable to the Owner. Electronic as-built files shall be submitted at approximately 30% completion, Substantial Completion, and 30 days after Final Completion and shall conform, where applicable, to the requirements of Section 01300. Electronic as-built files must be submitted and approved by the Owner before final payment will be issued.

1.5 CLOSEOUT PLAN

- A. The Closeout Plan shall be the Contractor's approach for handling closeout of the project including:
 - 1. Schedule – including meetings, field inspection walkthroughs, submittals, instruction of Owner personnel, and other relevant closeout activities
 - 2. Log identifying all closeout deliverables – including columns for Specification section reference, description of requirements, Project Website filename, and any other relevant information
 - 3. Identification of Contractor closeout responsibilities
- B. The Closeout plan shall be submitted to the Owner within 60 days of Notice To Proceed and be updated as required.
- C. The execution of the Closeout plan by the Contractor will be monitored by the Owner. The Contractor shall update the status of the Closeout plan as required by the Owner.

PART 2 - PRODUCTS

Not Used.

PART 3 - EXECUTION

3.1 DEMONSTRATION AND TRAINING

- A. Operating and Maintenance Instruction: Instruct Owner's personnel to operate, adjust, and maintain systems, subsystems and stand-alone equipment not part of a system. Provide instructors experienced in operation and maintenance procedures. Arrange for each installer of equipment that requires regular maintenance to meet with the Owner's personnel to provide instruction in proper operation and maintenance at each location. If installers are not experienced in procedures, provide instruction by manufacturer's representatives. Provide instruction at mutually-agreed-on times. For equipment that requires seasonal operation, provide similar instruction at the start of each season.

Schedule training with Owner providing at least fourteen days advanced notice.

B. Instruction for operating equipment shall include, but not be limited to, the following:

1. System design and operating requirements review.
2. Document review, including operation and maintenance manuals and as-built documents.
3. Operations review, including:
 - a. Safety procedures.
 - b. Hazards.
 - c. Control sequences
 - d. Startup
 - e. Shutdown
 - f. Emergency operations
4. Adjustments, including those for noise, vibration economy, and energy efficiency.
5. Troubleshooting
6. Maintenance, including:
 - a. Safety procedures.
 - b. Hazards.
 - c. Spare parts and materials.
 - d. Tools.
 - e. Lubricants.
 - f. Fuels.
 - g. Cleaning.
 - h. Warranties.
 - i. Maintenance agreements and similar continuing commitments.
7. Repairs

3.2 FINAL CLEANING

- A. General: General cleaning during construction is required by the Contract Documents (See Section-01560 TEMPORARY CONTROLS). Provide a final cleaning, with cleaning and waste removal activities to be conducted in compliance with local laws and ordinances and federal environmental regulations.
- B. Employ experienced workers or professional cleaners for final cleaning. Clean each surface or unit to the condition expected in a normal, commercial building cleaning and maintenance program. Comply with manufacturer's instructions.
 1. Complete the following cleaning operations before requesting inspection for certification of Substantial Completion.
 - a. Remove labels that are not permanent labels.

- b. Clean transparent materials, including mirrors and glass in doors and windows, of glazing compound and other substances that are noticeable vision-obscuring materials. Replace chipped or broken glass and other damaged transparent materials. Polish mirrors and glass, taking care not to scratch surfaces.
 - c. Touch up and otherwise repair and restore marred, exposed finishes and surfaces, replacing those that cannot be satisfactorily repaired or that evidence repair or restoration.
 - d. Clean exposed exterior and interior hard-surfaced finishes to a dust-free condition, free of stains, films and similar foreign substances. Restore reflective surfaces to their original reflective condition. Leave concrete floors broom clean in unoccupied spaces. Vacuum carpeted surfaces. Shampoo if visible soil or stains remain.
 - e. Remove debris and surface dust from limited access spaces, including roofs, plenums, ducts, shafts, trenches, equipment vaults, manholes, attics, and similar spaces.
 - f. Replace disposable air filters or clean permanent air filters. Clean diffusers, registers and grilles.
 - g. Wipe surfaces of mechanical and electrical equipment. Remove excess lubrication, paint and mortar droppings, and other substances. Clean plumbing fixtures to a sanitary and stain-free condition. Clean light fixtures and lamps. Replace burned out or dimmed bulbs and replace noisy starters.
 - h. Clean the site, including landscape development and yard areas, removing rubbish, litter and other foreign substances. Sweep paved areas broom clean; remove stains, spills and other foreign deposits. Rake grounds that are neither paved nor planted to a smooth, even-textured surface. Remove tools, construction equipment, machinery and surplus materials from site. Remove snow and ice to provide safe access to building.
 - i. Leave site and facilities clean and ready for occupancy.
- C. Pest Control: The exterminator shall make a final inspection and rid the Project of rodents, insects and other pests.

PART 4 - MEASUREMENT AND PAYMENT

4.1 MEASUREMENT AND PAYMENT

Separate measurement and payment will not be made for the work of this section. All costs in connection with this section are included in the contract price as identified in Section 01151–MEASUREMENT AND PAYMENT

END OF SECTION

SECTION 02300

EARTHWORK

PART 1 - GENERAL

1.1 DESCRIPTION OF WORK

- A.** Work Included: This Section specifies the following items.
1. Preparing subgrades for buildings, structures and landscaping
 2. Drainage course for slabs-on-grade.
 3. Subbase course for bituminous and cement concrete pavements.
- B.** Related Work: The following items are not included in this Section and will be performed under the designated Sections:
1. Section 02100 - SITE PREPARATION; temporary erosion and sedimentation control measures, site stripping, grubbing, stripping and stockpiling topsoil, and removal of above and below-grade improvements and utilities.
 2. Section 02282 - HANDLING, TRANSPORTATION AND DISPOSAL OF EXCAVATED MATERIAL; definitions of material.
 3. Section 03300 – CAST IN PLACE CONCRETE; granular course if placed over vapor retarder and beneath the slab-on-grade.

1.2 UNIT PRICES

- A.** Rock Measurement: Volume of rock actually removed to the limits indicated in the Contract Documents measured in its original position. Payment includes, but is not limited to replacement with approved materials and disposal of excess rock.

1.3 DEFINITIONS

- A.** Backfill: Soil and/or fill material and/or controlled low-strength material used to fill an excavation.
- B.** Bedding Course: Granular material placed under structures or utilities to a depth of 12-in unless otherwise noted and to the springline of the pipe or utility or to the base of the structure.
- C.** Borrow: Geotechnically and analytically satisfactory soil imported from off-site for use as fill or backfill.
- D.** Drainage Course: Course supporting the slab-on-grade that also minimizes upward capillary flow of pore water.
- E.** Excavation: Removal of material encountered above subgrade elevations and to lines and dimensions indicated.

1. Authorized Additional Excavation: Excavation below subgrade elevations or beyond indicated lines and dimensions as directed by Engineer. Authorized additional excavation and replacement material will be paid for according to Contract provisions for unit prices. Also called overexcavation.
 2. Bulk Excavation: Excavation more than 10 feet in width and more than 30 feet in length.
 3. Unauthorized Excavation: Excavation below subgrade elevations or beyond indicated lines and dimensions without direction by Engineer. Unauthorized excavation, as well as remedial work directed by Engineer, shall be without additional compensation.
- F.** Fill: Soil materials used to raise existing grades. Fill (Urban Fill): In-situ material known as Fill, also known as urban fill or miscellaneous fill, is defined as a mixture of soil and other materials which have been located in the area through man-made processes primarily for the purpose of grading, backfilling or filling in low areas. Material commonly associated with urban fill includes, but are not limited to; glass, brick, ash, wood fragments and other similar granular materials. Urban fill shall not include boulders, ledge, consolidated rock, asphalt, concrete, railroad timbers, rail, cobblestones or any other abandoned building materials which would preclude the disposal of the urban fill as daily cover at a landfill. Material containing less than 10%, by volume, solid waste/debris, as determined by the Engineer, shall be classified as urban fill. Material that contains 10% or more solid waste/debris by volume, as determined by the Engineer, shall be classified as solid waste.
- G.** Soil (Natural Soils): Soil, otherwise known as natural soil, is defined for the purposes of the Contract as unconsolidated sand, gravel, silt and clay, and the organic material which has become part of the unconsolidated soil matrix.
- H.** Rock: Rock material in beds, ledges, unstratified masses, conglomerate deposits, and boulders of rock material that exceed 1 cu. yd. for bulk excavation or 3/4 cu. yd. for footing, trench, and pit excavation that cannot be removed by rock excavating equipment equivalent to the following in size and performance ratings, without systematic drilling, ram hammering, ripping, or blasting, when permitted:
- I.** Structures: Buildings, footings, foundations, retaining walls, slabs, tanks, curbs, mechanical and electrical appurtenances, manholes, catch basins or other man-made stationary features constructed above or below the ground surface.
- J.** Subbase Course: Course placed between the final backfill and the bituminous or cement concrete pavement.
- K.** Subgrade: Surface or elevation remaining after completing excavation, or top surface of a fill or backfill immediately below subbase, drainage fill, or topsoil materials.
- L.** Utilities: On-site underground pipes, conduits, ducts, and cables, as well as underground services within buildings.

1.4 Quality Assurance

- A.** The Authority reserves the right to perform inspections and testing at any time during the execution of work.

- B.** When rework or replacement of soils are required to achieve compaction, the Authority will conduct confirmatory testing.

1.5 Quality Control

- A.** The Contractor shall assume full responsibility for control inspection and testing and give sufficient notice to the Engineer to permit the witnessing of the inspections or tests.
- B.** The contractor shall engage a qualified, independent testing agency to perform quality control testing and inspections.

1.6 SUBMITTALS

- A.** Product Data: For the following:
 - 1. Controlled low-strength material, including design mixture.
- B.** Material Test Reports: From a qualified testing agency indicating and interpreting test results for compliance of the following with requirements indicated:
 - 1. Classification according to ASTM D 2487 of each on-site and borrow soil and/or fill material proposed for fill and backfill.
 - 2. Laboratory compaction curve according to ASTM D 1557 for each onsite and borrow soil and/or fill material proposed for fill and backfill.
 - 3. During Construction, submit written confirmation of fill lift thickness, in-place soil moisture content, and percentage of compaction to the Engineer before placing the next lift or constructing foundations.
- C.** Qualifications for Approving Source: Prior to earthwork operations, submit the qualifications of the persons or Agency approving the source of supply of materials and control testing and inspection.
- D.** Hold Point-Earthwork Operations: Submit, prior to the excavation of earthwork activities, a plan describing the earthwork operations including the frequency and locations of tests and inspections. No work shall be performed until this plan has been approved by the Engineer.
- E.** Hold Point-Supply and Control Inspection Results: Submit the results of all sources of supply and control inspections and tests. Submittals reviewed beyond the second rejection (or required submittal) shall be provided at no cost to the Authority and shall be reviewed by the Engineer at the Contractor's expense. No work shall be performed until the Engineer has approved the source of supply.
- F.** Hold Point-Material Handling: At least two weeks prior to the start of any excavation activity submit, in writing, the following for review and shall not start excavation activity until the entire submittal is acceptable to the Engineer.
 - 1. Description of the method of dewatering excavated material and control of effluent water quality.

2. Identification of a licensed hauler and disposal facility for possible vacuum collection, trucking and disposal of contaminated aqueous liquids.
 3. Locations and methods of excavating, handling, and stockpiling (if applicable) excavated material, including drainage, as specified in this Section. Describe methods to keep materials from various sources separated during stockpiling operations (if applicable).
- G.** Preexcavation Photographs and Videotape: Show existing conditions of adjoining construction and site improvements, including finish surfaces, that might be misconstrued as damage caused by earthwork operations. Submit before earthwork begins. Maintain catalog of up-to-date photographs at the site.
- H.** Backfill Materials: Submit a 20 lb. sample, grain size analysis and moisture density curve performed in accordance with ASTM D422 and compaction test results (ASTM D1557 Procedure C) for each proposed source of backfill, imported material and on-site material to be reused, for review by the Engineer at least, one (1) week prior to use of the material. The grain size analysis shall indicate that the backfill material conforms to the gradation requirements specified.
- I.** In addition, a certification statement and analytical results shall accompany each physical sample of earth materials to be imported onto the site, including but not limited to crushed stone, loam, bedding sand, gravel sub-base, common fill and structural backfill. At a minimum the certification shall state the point of origin and that the material is free of contaminants. The certification shall include representative sample analysis from each point of origin of backfill to be used on the site. The sample(s) shall be analyzed by a certified laboratory for total metals (EPA priority pollutant metals), volatile organic compounds (EPA Method 8260), semi-volatile organic compounds (EPA Method 8270), petroleum hydrocarbons (EPA Method 8100), and Total PCBs and pesticides (EPA Method 8081 and 8082). On-site soils defined as suitable for reuse in this Section can be used as backfill without providing the certification required above.
- J.** All sampling of soils for chemical testing shall be performed by a person experienced in sample collection and shall be either: 1) a Licensed Site Professional registered in the Commonwealth of Massachusetts; 2) a Professional Engineer registered in the Commonwealth of Massachusetts; 3) a professional Geologist registered in the Commonwealth of Massachusetts; 4) a certified groundwater/environmental professional; or 5) an authorized representative of the one of the persons listed above. Samples of each material shall be submitted to a chemical analytical laboratory, certified by the Massachusetts Department of Environmental Protection.
- K.** Submit additional samples and geotechnical and analytical test data and certifications for every 1000 cubic yards (every 200 cubic yards for moisture density curves) of material imported or reused on-site or anytime consistency of material changes in the opinion of the Engineer. Submit associated chemical laboratory data on the imported materials throughout the course of the Work, if requested by the Engineer, to evaluate the consistency of the source or process, at no additional cost to the Owner.

1.7 PROJECT CONDITIONS

- A.** Existing Utilities: Do not interrupt utilities serving facilities occupied by the Authority or others unless permitted in writing by Engineer and then only after arranging to provide temporary utility services according to requirements indicated.

1. Notify the Engineer not less than two days in advance of proposed utility interruptions.
2. Do not proceed with utility interruptions without the Engineer's written permission.
3. Contact utility-locator service for area where Project is located before excavating.

- B.** Demolish and completely remove from site existing underground utilities indicated to be removed. Coordinate with utility companies to shut off services if lines are active.

1.6 QUALITY ASSURANCE

- C.** The Engineer will establish which tests are necessary to determine compliance with these Specifications.

PART 2 - PRODUCTS

2.1 SOIL MATERIALS

- A.** Soil, Fill and Borrow Materials:

1. Ordinary Borrow: M1.01. with the following gradation requirement.

<u>Sieve Size</u>	<u>Percent Passing by Weight</u>
4-inch (102 mm)	100
No. 200	0-20

2. Gravel Borrow: M1.03.0 with the following gradation requirement.

<u>Sieve Size</u>	<u>Percent Passing by Weight</u>
3-inch (76.2 mm)	100
1/2 inch (12.5 mm)	50-85
No. 4	40-75
No. 50	8-28
No. 200	0-10

3. Processed Gravel for Subbase: MHD M1.03.1.

- B.** Aggregates and Related Materials:

1. Crushed Stone: gradation as follows: Dense graded crushed stone for sub-base, Crushed stone shall be used as Reinforced Concrete Pipe bedding between 6 inches below pipe invert to 6 inches above pipe crown and initial 12 inches of backfill under structures, as a working mat or as a filter around perforated drain pipe. Crushed stone shall be wrapped in filter fabric, placed in maximum 6-inch thick layers, loose measure, and compacted with a minimum of four passes of a vibratory plate or roller compactor. The crushed stone shall be uniformly blended.

- C.** Satisfactory Soils: ASTM D 2487 Soil Classification Groups GW, GP, GM, SW, SP, and SM or a combination of these groups; free of rock or gravel larger than 3 inches in any dimension, debris, waste, frozen materials, vegetation, and other deleterious matter.

- D.** Unsatisfactory Soils: Soil Classification Groups GC, SC, CL, ML, OL, CH, MH, OH, and PT according to ASTM D 2487, or a combination of these groups.

1. Unsatisfactory soils also include satisfactory soils not maintained within 2 percent of optimum moisture content at time of compaction.
- E. Subbase Material: Naturally or artificially graded mixture of natural or crushed gravel, crushed stone, and natural or crushed sand; ASTM D 2940; with at least 90 percent passing a 1-1/2-inch sieve and not more than 12 percent passing a No. 200 sieve.
- F. Engineered Fill: Naturally or artificially graded mixture of natural or crushed gravel, crushed stone, and natural or crushed sand; ASTM D 2940; with at least 90 percent passing a 1-1/2-inch sieve and not more than 12 percent passing a No. 200 sieve.
- G. Bedding Course: Naturally or artificially graded mixture of natural or crushed gravel, crushed stone, and natural or crushed sand; ASTM D 2940; except with 100 percent passing a 1-inch sieve and not more than 8 percent passing a No. 200 sieve.
- H. Drainage Course: Narrowly graded mixture of washed crushed stone, or crushed or uncrushed gravel; ASTM D 448; coarse-aggregate grading Size 57; with 100 percent passing a 1-1/2-inch sieve and 0 to 5 percent passing a No. 8 sieve.
- I. Filter Material: Narrowly graded mixture of natural or crushed gravel, or crushed stone and natural sand; ASTM D 448; coarse-aggregate grading Size 67; with 100 percent passing a 1-inch sieve and 0 to 5 percent passing a No. 4 sieve.
- J. Sand: ASTM C 33; fine aggregate, natural, or manufactured sand.
- K. Impervious Fill: Clayey gravel and sand mixture capable of compacting to a dense state.

2.2 GEOTEXTILES

- A. NOT USED.

PART 3 - EXECUTION

3.1 PREPARATION

- A. Protect structures, utilities, sidewalks, pavements, and other facilities from damage caused by settlement, lateral movement, undermining, washout, and other hazards created by earthwork operations.
- B. Preparation of subgrade for earthwork operations including removal of vegetation, topsoil, debris, obstructions, and deleterious materials from ground surface is specified in Section 02100 - SITE PREPARATION.
- C. Protect and maintain erosion and sedimentation controls, which are specified in Section 02100 - SITE PREPARATION, during earthwork operations.
- D. Provide protective insulating materials to protect subgrades and foundation soils against freezing temperatures or frost.

3.2 DEWATERING

- A.** Comply with requirements of Section 02240 - DEWATERING.

3.3 EXPLOSIVES

- A.** Explosives: Do not use explosives. Use of explosives is subject to consideration by the Authority only on a case-by-case basis.

3.4 EXCAVATION, GENERAL

- A.** Unclassified Excavation: Excavate to subgrade elevations regardless of the character of surface and subsurface conditions encountered. Unclassified excavated materials may include bituminous and cement concrete sidewalks and roadways, bricks and cobbles, soil materials, and obstructions. No changes in the Contract Sum or the Contract Time will be authorized for rock excavation or removal of obstructions.
 - 1. If excavated materials intended for fill and backfill include unsatisfactory soil materials and rock, replace with satisfactory soil materials.
 - 2. Remove rock to lines and grades indicated to permit installation of permanent construction without exceeding the following dimensions:
 - a. 24 inches outside of concrete forms other than at footings.
 - b. 12 inches outside of concrete forms at footings.
 - c. 6 inches outside of minimum required dimensions of concrete cast against grade.
 - d. Outside dimensions of concrete walls indicated to be cast against rock without forms or exterior waterproofing treatments.
 - e. 12 inches beneath bottom of concrete slabs on grade.

3.5 EXCAVATION FOR STRUCTURES

- A.** NOT USED.

3.6 EXCAVATION FOR WALKS AND PAVEMENTS

- A.** Excavate surfaces under walks and pavements to indicated lines, cross sections, elevations, and subgrades.

3.7 EXCAVATION FOR UTILITY TRENCHES

- A.** NOT USED.

3.8 SUBGRADE INSPECTION

- A.** Notification Point - Notify Engineer when excavations have reached required subgrade.

- B.** If Engineer determines that unsatisfactory soil is present, continue excavation and replace with backfill with crushed stone wrapped with non-woven geotextile fabric.
- C.** Proof-roll subgrade below the building slabs and pavements with heavy pneumatic-tired equipment to identify soft pockets and areas of excess yielding. Do not proof-roll wet or saturated subgrades.
 - 1. Completely proof-roll subgrade in one direction, repeating proof-rolling in direction perpendicular to first direction. Limit vehicle speed to 3 mph.
 - 2. Proof-roll with a loaded 10-wheel, tandem-axle dump truck weighing not less than 15 tons.
 - 3. Excavate soft spots, unsatisfactory soils, and areas of excessive pumping or rutting, as determined by Engineer, and replace with crushed stone wrapped with non-woven geotextile fabric.
- D.** Reconstruct subgrades damaged by freezing temperatures, frost, rain, accumulated water, or construction activities, as directed by Engineer, without additional compensation.

3.9 UNAUTHORIZED EXCAVATION

- A.** Fill unauthorized excavation under foundations or wall footings by extending bottom elevation of concrete foundation or footing to excavation bottom, without altering top elevation. Lean concrete fill, with 28-day compressive strength of 2500 psi may be used when approved by Engineer.
 - 1. Fill unauthorized excavations under other construction or utility pipe with crushed stone wrapped with non-woven geotextile fabric as directed by Engineer.

3.10 STORAGE OF SOIL MATERIALS

- A.** Stockpile borrow soil materials and excavated satisfactory soil materials without intermixing. Place, grade, and shape stockpiles to drain surface water. Cover to prevent windblown dust.
 - 1. Stockpile soil materials away from edge of excavations. Do not store within drip line of remaining trees.

3.11 BACKFILL

- A.** Place and compact backfill in excavations promptly, but not before completing the following:
 - 1. Construction below finish grade including, where applicable, subdrainage, dampproofing, waterproofing, and perimeter insulation.
 - 2. Surveying locations of underground utilities for Record Documents.
 - 3. Testing and inspecting underground utilities.
 - 4. Removing concrete formwork.
 - 5. Removing trash and debris.
 - 6. Removing temporary shoring and bracing, and sheeting.
 - 7. Installing permanent or temporary horizontal bracing on horizontally supported walls.

- B.** Place backfill on subgrades free of mud, frost, snow, or ice.

3.12 UTILITY TRENCH BACKFILL

- A.** NOT USED.

3.13 EMBANKMENT FILL

- A.** NOT USED.

3.14 SOIL MOISTURE CONTROL

- A.** Uniformly moisten or aerate subgrade and each subsequent fill or backfill soil layer before compaction to within 2 percent of optimum moisture content.
 - 1. Do not place backfill or fill soil material on surfaces that are muddy, frozen, or contain frost or ice.
 - 2. Remove and replace, or scarify and air dry otherwise satisfactory soil material that exceeds optimum moisture content by 2 percent and is too wet to compact to specified dry unit weight.

3.15 COMPACTION OF SOIL BACKFILLS AND FILLS

- A.** Place backfill and fill soil materials in layers not more than 12 inches in loose depth for material compacted by heavy compaction equipment, and not more than 6 inches in loose depth for material compacted by hand-operated tampers.
- B.** Place backfill and fill soil materials evenly on all sides of structures to required elevations, and uniformly along the full length of each structure.
- C.** Compact soil materials to not less than the following percentages of maximum dry unit weight according to ASTM D 1557:
 - 1. Under structures, building slabs, steps, and pavements, scarify and recompact top 12 inches of existing subgrade and each layer of backfill or fill soil material at 95 percent minimum; and areas within 10 feet of structures, building slabs, steps, and pavements at 95 percent minimum.
 - 2. Under walkways, scarify and recompact top 6 inches below subgrade and compact each layer of backfill or fill soil material at 95 percent minimum.
 - 3. Under lawns, scarify and recompact top 6 inches below subgrade and compact each layer of backfill or fill soil material at 90 percent minimum.
 - 4. Under unpaved areas, scarify and recompact top 6 inches below subgrade and compact each layer of backfill or fill soil material at 92 percent minimum.
 - 5. For embankments, compact each layer at minimum 92 percent minimum.

3.16 GRADING

- A.** General: Uniformly grade areas to a smooth surface, free of irregular surface changes. Comply with compaction requirements and grade to cross sections, lines, and elevations indicated.
 - 1. Provide a smooth transition between adjacent existing grades and new grades.
 - 2. Cut out soft spots, fill low spots, and trim high spots to comply with required surface tolerances.
- B.** Site Grading: Slope grades to direct water away from buildings and to prevent ponding. Finish subgrades to required elevations within the following tolerances:
 - 1. Lawn or Unpaved Areas: Plus or minus 1 inch.
 - 2. Walks: Plus or minus 1 inch.
 - 3. Pavements: Plus or minus 1/2 inch.
- C.** Grading inside Building Lines: Finish subgrade to a tolerance of 1/2 inch when tested with a 10-foot straightedge.

3.17 SUBSURFACE DRAINAGE

- A.** NOT USED.

3.18 SUBBASE COURSE

- A.** Place subbase course on subgrades free of water, mud, frost, snow, or ice.
- B.** On prepared subgrade, place subbase course under pavements and walks as follows:
 - 1. Shape subbase course to required crown elevations and cross-slope grades.
 - 2. Place subbase 6 inches or less in compacted thickness in a single layer.
 - 3. Place subbase that exceeds 6 inches in compacted thickness in layers of equal thickness, with no compacted layer more than 6 inches thick or less than 3 inches thick.
 - 4. Compact subbase course at optimum moisture content to required grades, lines, cross sections, and thickness to not less than 95 percent of maximum dry unit weight according to ASTM D 1557.
- C.** Pavement Shoulders: Place shoulders along edges of subbase and base course to prevent lateral movement. Construct shoulders, at least 12 inches wide, of satisfactory soil materials and compact simultaneously with each subbase and base layer to not less than 95 percent of maximum dry unit weight according to ASTM D 1557.

3.19 DRAINAGE COURSE

- A.** Place drainage course on subgrades free of water, mud, frost, snow or ice.
- B.** On prepared subgrade, place and compact drainage course under cast-in-place concrete slabs-on-grade as follows:

1. Install subdrainage geotextile on prepared subgrade according to manufacturer's written instructions, overlapping sides and ends.
2. Compact each layer of drainage course to required cross sections and thicknesses to not less than 90 percent of maximum dry unit weight according to ASTM D 1557.

3.20 FIELD QUALITY CONTROL

- A. Testing Agency: The Contractor shall engage a qualified independent testing agency to perform field quality-control testing.
- B. Allow testing agency to inspect and test subgrades and each fill or backfill layer. Proceed with subsequent earthwork only after test results for previously completed work comply with requirements.
- C. Footing Subgrade: At footing subgrades, at least one test of each soil stratum will be performed to verify design bearing capacities. Subsequent verification and approval of other footing subgrades may be based on a visual comparison of subgrade with tested subgrade when approved by Engineer.
- D. An Independent Laboratory will test compaction of soils in place according to ASTM D 1556, ASTM D 2167, ASTM D 2922, and ASTM D 2937, as applicable. Tests will be performed at the following locations and frequencies:
 1. Paved and Building Slab Areas: At subgrade and at each compacted fill and backfill layer, at least 1 test for every 2000 sq. ft. or less of paved area or building slab, but in no case fewer than 3 tests.
- E. When testing agency reports that subgrades, fills, or backfills have not achieved degree of compaction specified, scarify and moisten or aerate, or remove and replace soil to depth required; recompact and retest until specified compaction is obtained. Authority will conduct confirmatory testing.

3.21 PROTECTION

- A. Protecting Graded Areas: Protect newly graded areas from traffic, freezing, and erosion. Keep free of trash and debris.
- B. Repair and reestablish grades to specified tolerances where completed or partially completed surfaces become eroded, rutted, settled, or where they lose compaction due to subsequent construction operations or weather conditions.
 1. Scarify or remove and replace soil material to depth as directed by Engineer; reshape and recompact.
- C. Where settling occurs before Project correction period elapses, remove finished surfacing, backfill with additional soil material, compact, and reconstruct surfacing.
 1. Restore appearance, quality, and condition of finished surfacing to match adjacent work, and eliminate evidence of restoration to greatest extent possible.

3.22 DISPOSAL OF SURPLUS AND WASTE MATERIALS

- A.** Disposal: Remove surplus satisfactory soil and waste material, including unsatisfactory soil, trash, and debris, and legally dispose of it off the User Agency's property.

PART 4 - MEASUREMENT AND PAYMENT

4.1 MEASUREMENT

- A.** The following classifications of work will be measured by the cubic yard unless otherwise indicated:
 - 1. Unclassified Excavation
- B.** Compacting original ground will not be measured separately for payment, but all costs in connection therewith will be considered incidental to the embankment to be constructed on the compacted original ground.
- C.** Quantities of excavation and backfill will be determined from limits indicated or specified herein, or in the Construction Specifications, plus any additional excavation and backfill authorized or required by the Engineer not due to the Contractor's negligence. Where limits for excavation and backfill are not indicated, the quantities will be computed within the following limits:
 - 1. The horizontal limits for computing pay quantities shall be vertical planes one foot outside the neat lines of footings or structures.
 - 2. The upper limit for payment for excavation shall be the ground surface as it existed prior to the start of construction operations. Where it is required that the excavation be made in new embankment, the upper limit shall be the planes of the new embankment at the elevation indicated or directed for construction in advance of performing the required excavation, but in no case shall the upper limit be above the planes of the new embankment.
 - 3. The upper limit for payment of backfill, when not indicated, shall be the ground line at the time the excavation is made; except, when backfill is ordered to a higher limit by the Engineer, limit for payment shall be the higher limit ordered.
 - 4. The lower limits for computing pay quantities of excavation and backfill shall be a plane at the bottom of the completed footings, structures or trench, unless excavation of unsuitable material is ordered to lower depth.
 - 5. Trench Excavation
 - a. General
 - 1) Unless otherwise specified, the cost of the initial five feet of excavation for drain lines, sewer pipes and water lines shall be included in the price of the pipe placed.
 - b. Class A trench excavation will be measured as follows:
 - 1) For masonry culverts, having a clear span of less than eight feet, inlets and walls, and utilities, the measurement shall be a width of one foot outside the base of the masonry sections indicated on the Contract Drawings and to the depth indicated or directed.

- 2) Trench excavation for walls in cuts shall include only that portion below the elevation of the subgrade adjacent to the wall. For walls where an embankment is indicated, trench excavation shall be only that portion between the existing ground and the bottom of the foundation.
- c. Class B trench excavation will be measured as follows:
 - 1) For pipe culverts, drains, and water pipes, the depth of excavation shall be from the bottom of the pipe barrel to the bottom of previous excavation or existing ground, whichever is lower, as determined above the centerline of the pipe, less the initial five feet of excavation.
 - 2) The width of excavation shall be three feet greater than the rated inside diameter of the pipe up to a point five feet above the bottom of the pipe barrel, and a width above that point equivalent to the base width plus an allowance for one to one slopes on the sides of the trench for the measured depth described above.
 - 3) The allowance for one to one slopes will be included regardless of the actual slopes excavated or whether sheeting or shoring is used.
 - 4) The sides of the trench excavation will be considered vertical when sheeting is used and paid for separately, as specified in the Construction Specifications, and the width shall be three feet greater than the inside diameter of the pipe.
- D. Quantities of pervious and impervious backfill and borrow will be determined from the dimensions indicated or the dimensions authorized or required by the Engineer.
- E. Excavation for the Contractor's convenience, unauthorized excavation outside the limits indicated and backfill of such excavations will not be measured for payment.
- F. Re-excavation and rehandling of stockpiled material will not be separately measured for payment, but will be considered incidental to the earthwork to which it pertains.
- G. Test Pits will be measured by the cubic yards of material excavated.
- H. Unless otherwise indicated, grading, shaping, and compacting of that portion of excavations, backfills, embankments, and original ground, upon which pavement, ballast, subballast, Hot Mix Asphalt underlayment, or structures are to be placed, will be measured by the square yard.

4.2 PAYMENT

- A. The unit price bid per cubic yard for excavation associated with Test Pits and for excavation of rock materials shall include all costs of excavating such material, including handling, on-site reuse, and off-site disposal, and furnishing all labor, materials, equipment, and incidentals necessary to satisfactorily complete the work. The unit price bid per cubic yard for Unclassified Excavation and Trench Excavation shall include the cost of excavating such material and any on-site reuse of such material as ordinary and gravel borrow, including placing and compaction, and furnishing all labor, materials, equipment and incidentals necessary to satisfactorily complete the work. Where the depth of Class A trench excavation is greater than eight feet, as indicated, excavation below eight feet will be paid for at a price equal to 1-1/2 times the cubic yard price bid for Class A trench excavation, except that no such adjustment will be allowed for excavation of open ditches exceeding eight feet in depth or for excavation required for slope protection regardless of depth.

- B.** The unit price bid per cubic yard for Ordinary Borrow, Gravel Borrow, Sand Borrow, Special Borrow, and Pervious Backfill shall include the cost of furnishing, placing and compacting the subgrade and borrow material, including all labor, materials, equipment and incidentals necessary to satisfactorily complete the work.

4.3 PAYMENT ITEMS

ITEM NO.	DESCRIPTION	UNIT
0222.003	UNCLASSIFIED EXCAVATION	CY
0222.504	GRAVEL BORROW	CY

END OF SECTION

SECTION 02510

DETECTABLE WARNING PANEL INSTALL

PART 1 - GENERAL

1.1 DESCRIPTION OF WORK

- A. Work Included: This Section specifies furnishing and installing detectable warning panels.
- B. Related Work: The following items are not included in this Section and will be performed under the designated Sections:
 - 1. Section 03300 – CAST-IN-PLACE CONCRETE
 - 2. Section 02524 – CURBS AND GUTTERS AND WALKS

1.2 SUBMITTALS

- A. Product Data: Provide manufacturer's literature describing products and installation procedures. Include product data for adhesives and sealants.
- B. Shop Drawings:
 - 1. Showing fabrication details; panel surface profile; fastener locations; plans of panel placement including joints, and material to be used as well as outlining installation materials and procedure. Include procedures for containment and disposal of milling and sawcutting waste water.
- C. Samples:
 - 1. Samples of panel measuring at least 12 inches x 12 inches. Panel sampled shall include longitudinal edge with integral flange and transverse ship-lap edges.
 - 2. Samples of panels and sealant for verification of color match.
- D. Maintenance Instruction: manufacturer's specified maintenance practices for each type of panel and accessory as required.
- E. Quality Assurance Submittals:
 - 1. Material Test Reports documentation indicating that materials proposed for use are in compliance with requirements and meet the properties specified in this Section.

1.3 QUALITY ASSURANCE

- A. Panels and accessories, including panel adhesive, fasteners, and sealants (if applicable), shall be from a single source. Products shall have been in successful service for a period of five (5) years.

1.4 DELIVERY, STORAGE AND HANDLING

- A. Panel type shall be identified by part number of packages.

1.5 SITE CONDITIONS

- A. Environmental Conditions and Protection: Perform field work only when environmental conditions fall within those recommended by manufacturers of the products.

1.6 WARRANTY

- A. Panels shall be covered by a written warranty for a period of five (5) years from date of final completion. The warranty includes defective work, breakage, deformation, delamination, fading and chalking of finishes, and loosening of panels. Warranty shall include furnishing new materials, removal of existing panels, and installation of new panels.

1.7 EXTRA STOCK

- A. Furnish four (4) additional panels of each type of installed panels and corresponding fasteners. Deliver extra stock to location (within 30 mile radius of work site) designated by the Engineer. Furnish extra stock materials from same manufactured lot as materials installed and enclose in protective packaging with appropriate identification.

PART 2 - PRODUCTS

2.1 PANELS

- A. Panels shall be homogenous cast iron which is color and UV stable. Color shall be Federal Standard Yellow (FS 33538), or Federal Standard Red (FS 20109) within South End Landmark District, and homogenous throughout.
- B. Truncated dome surface shall comply with ADA and ABA guidelines, 705, Detectable Warnings. (Title 49 CFR Transportation, Part 37.9 Standards for Accessible Transportation Facilities, Appendix A, Section 4.29.2 – Detectable Warnings on Walking Surfaces).
- C. Truncated Dome Description:
 - 1. Dome Size: Truncated domes in a detectable warning surface shall have a base diameter of 23 mm (0.9 in) minimum to 36 mm (1.4 in) maximum, a top diameter of 50 percent of the base diameter minimum to 65 percent of the base diameter maximum, and a height of 5 mm (0.2 in).
 - 2. Dome Spacing: Truncated domes in a detectable warning surface shall have a center-to-center spacing of 41 mm (1.6 in) minimum and 61 mm (2.4 in) maximum, and a base-to-base spacing of 17 mm (0.65 in) minimum, measured between the most adjacent domes.
 - 3. Contrast: Detectable warning surfaces shall contrast visually with the adjacent gutter, street or highway, or walkway surface, either light-on-dark or dark-on-light.
 - 4. Size: Detectable warning surfaces shall extend 610 mm (24 in) minimum in the direction of travel and the full width of the curb ramp (exclusive of flares), the landing, or the blended transition.

5. In order to ensure a uniform appearance of the detectable warning surface throughout the system, equivalent facilitation findings or alternate patterns will not be acceptable.
- D. Location and Alignment:
1. Perpendicular Curb Ramps: Where both ends of the bottom grade break are 1.5 m (5.0 ft) or less from the back of curb, the detectable warning shall be located on the ramp surface at the bottom grade break. Where either end of the bottom grade break is more than 1.5 m (5.0 ft) from the back of curb, the detectable warning shall be located on the lower landing.
 2. Landings and Blended Transitions: The detectable warning shall be located on the landing or blended transition at the back of curb.
 3. Alignment: The rows of truncated domes in a detectable warning surface shall be aligned to be perpendicular or radial to the grade break between the ramp, landing, or blended transition and the street.
- E. Fastener Holes in the Panel
1. Holes for fasteners shall be formed in the factory. The holes shall be located only at the centers of the truncated domes.

PART 3 - EXECUTION

3.1 INSTALLATION

- A. Detectable Warning Panels must be fastened into recessed area. Detectable Warning Panels cannot be simply attached to surface via epoxy method.
- B. If applicable, apply adhesives, sealants and mechanical fasteners in accordance with the guidelines provided by their respective manufacturers.
- C. Utilize manufacturer-provided template to lay out area to receive panels.
- D. Form recess for panels by either milling with diamond blade head or casting recess in place (at new paving) so that installed panel will still flush relative to adjacent surface. Grind or form to the depth and width required by the approved shop drawings and manufacturer's instructions. Finish cast-in-place recess with equivalent of a light broom finish. When milled, substrate shall have a light ribbed finish.
- E. Contain and remove slurry resulting from concrete milling and sawcutting.
- F. For Panels with Recessed Flanges:
1. Utilize diamond bladed double headed wet saw to achieve parallel grooves to receive panels. Both sawcuts shall be made simultaneously from the same machine. Sawcut parallel to platform edge.
 2. After sawcutting, vacuum and power wash surface with clean clear water, free from all dirt and debris. Visually inspect surface for obtrusions or foreign matter. If obtrusions are present, remove by grinding. Remove foreign matter by grinding or further washing, as appropriate.
- G. Immediately prior to application of the setting adhesive, inspect surfaces to receive panel to ensure that they are clean, dry, free of voids, curing compounds, projections, loose material, dust, oils, grease, sealers, and other contaminants. Verify that surfaces are structurally sound and that concrete has cured

a minimum of 30 days. Obtain panel manufacturer's representative's and Engineer's approval of surface preparation before installing panels.

- H. Air entrapment: if applicable, apply generous amount of adhesives to eliminate air entrapment between the panels and the concrete surfaces.
- I. Set panels and install fasteners in accordance with panel manufacturer's instructions and as follows:
 - 1. Wherever possible, install full size (uncut) panels. Do not install panel sections measuring less than 24 inches in length. Only cut panels where absolutely necessary.
 - 2. Maintain gap between panels for expansion and contraction in accordance with manufacturer's instructions.
 - 3. Cutting through panel domes shall be kept to a minimum. Where less than half of the truncated dome remains, grind off balance of dome; where over half of the truncated dome remains, feather dome so as not to present a tripping hazard.
- J. Install sealant in accordance with manufacturer recommendations.

3.2 CLEANING AND PROTECTING

- A. After the area has been fully tiled and sealant system applied, clean panel surface, following the manufacturer recommended maintenance and cleaning procedures.
- B. Protect sealant and panels against damage during construction period. Comply with panel and sealant manufacturers' recommendations.
- C. Protect panels against damage from rolling loads following installation by covering with plywood or hardwood.
- D. Clean panel by method specified by the manufacturer.

PART 4 - MEASUREMENT AND PAYMENT

4.1 MEASUREMENT

- A. Cast iron detectable warning panels will be measured as per square foot complete in place, including all preparation, formwork, accessories and incidentals.

4.2 PAYMENT

- A. Payment for cast iron detectable warning panels will be made at the Contract unit price for the quantities as specified above.

4.3 PAYMENT ITEMS

ITEM NO.	DESCRIPTION	UNIT
0263.118	CAST IRON DETECTABLE WARNING PANEL	SF

END OF SECTION

SECTION 02524

CURBS, GUTTERS AND WALKS

PART 1 - GENERAL

1.1 DESCRIPTION OF WORK

- A.** Work Included: This Section specifies the construction of cement concrete walks, curb ramps and driveways. See Appendix A for details.
- B.** Related Work: The following items are not included in this Section and will be performed under the designated Sections:
 - 1. Section 02300 - EARTHWORK
 - 2. Section 03300 - CAST-IN-PLACE CONCRETE; for concrete, reinforcement, and incidentals pertaining thereto.

1.2 QUALITY ASSURANCE

- A.** Tolerances. Construct concrete surfaces within 1/4 inch of the indicated elevation, and deviating not more than 1/8 inch from a ten-foot straightedge placed anywhere on the surface.
- B.** Provide strict compliance with requirements for air entrainment and curing.

PART 2 - PRODUCTS

2.1 MATERIALS

- A.** Concrete: Section 03300 - CAST-IN-PLACE CONCRETE, 4,000 psi.
- B.** Preformed Joint Filler: AASHTO M153.
- C.** Hot-Poured Joint Sealer: AASHTO M173.
- D.** Gravel Borrow: Section 02300 - EARTHWORK.

PART 3 - EXECUTION

3.1 PREPARATION OF UNDERLYING SURFACE

- A.** Excavation
 - 1. Excavation of the area shall be in accordance with the applicable portions of Section 02260 – EXCAVATION SUPPORT AND PROTECTION.

B. Subgrade and Subbase

1. The subgrade for the sidewalks and driveways shall be shaped parallel to the proposed surface of the sidewalks and driveways and thoroughly compacted. All depressions in the subgrade shall be filled with suitable material and again compacted until the surface is smooth and hard. Prior to the placement of the subbase, the Contractor shall inspect the prepared subgrade to ensure that it is in conformance with the required grade and cross-section. Subgrade shall be fine graded to meet the applicable requirements of MassDOT Standard Specifications for Highways and Bridges Subsection 170: Grading.
2. After the subgrade has been prepared, a gravel subbase shall be placed upon it. After being compacted thoroughly, the subbase shall be at least 8 inches thick and parallel to the proposed surface of the sidewalk. Prior to the placement of the cement concrete, the Contractor shall inspect the prepared subbase material to ensure that it is in conformance with the required grade and cross-section. Subbase material that is not in accordance with the plans or specifications shall be reworked or replaced to meet the applicable requirements of MassDOT Standard Specifications for Highways and Bridges Subsection 170: Grading before the start of cement concrete placement. When placing cement concrete, the compacted subbase shall not be frozen or have standing water.

3.2 FORMS AND REINFORCEMENT

- A. Side forms and transverse forms shall be smooth, free from warp, of sufficient strength to resist springing out of shape, of a depth to conform to the thickness of the proposed sidewalk or pedestrian curb ramp and of a type satisfactory to the Engineer.
- B. All mortar or dirt shall be completely removed from forms that have been previously used. The forms shall be well staked and thoroughly graded and set to the established lines with their upper edge conforming to the grade of the finished sidewalk or pedestrian curb ramp which shall have sufficient pitch to the roadside edge to provide for surface drainage.
- C. All pedestrian curb ramp joints and transition sections which define grade changes shall be formed staked and checked for dimension, grade and slope conformance prior to placing cement concrete.
- D. All forms shall be oiled before placing concrete.
- E. 4-Inch concrete sidewalk shall have synthetic fiber reinforcement included in the concrete mix as specified in Section 03300 CAST-IN-PLACE CONCRETE. 6-inch concrete driveway shall have welded wire reinforcement conforming to ASTM A185 and as shown in Appendix A. 10" concrete pavement shall have #5 rebar steel reinforcement 12-inches on center each way as shown in Appendix A

3.3 PLACING AND FINISHING CEMENT CONCRETE

- A. The concrete shall be placed in alternate slabs 30 ft long except as otherwise ordered. The slabs shall be separated by transverse preformed expansion joint filler ½ in. thick. Preformed expansion joint filler shall be placed adjacent to or around existing structures as directed.
- B. Detectable warning panels conforming to the plans shall be securely incorporated into the work by means acceptable to the Engineer.

- C. On the foundation as specified above, the concrete shall be placed in such quantity that after being thoroughly consolidated in place it shall be 4 in. deep. At driveways, the sidewalks shall be 6 in. deep.
- D. No finishing operation shall be performed while free water is present. Finishing operations shall be delayed until all bleed water and water sheen has left the surface and the concrete has started to stiffen. After water sheen has disappeared, edging operations, where required, shall be completed. After edging and joining operations, the surface shall be floated. Immediately following floating, the surface shall be steel-troweled. If necessary tooled joints and edges shall be rerun before and after troweling to maintain uniformity.
- E. After troweling, the surface shall be brushed by drawing a soft-bristled push broom with a long handle over the surface of the concrete to produce a nonslip surface. In conveying the concrete from the place of mixing to the place of deposit, the operation shall be conducted in such a manner that no mortar will be lost, and the concrete shall be so handled that the concrete will be of uniform composition throughout, showing neither excess nor lack of mortar in any one place.
- F. The surface of all concrete sidewalks shall be uniformly scored into block units of areas not more than 36 ft². The depth of the scoring shall be at least ½ in. deep and no more than ½ in. wide.
- G. The application of neat cement to surfaces in order to hasten hardening is prohibited. The finishing of concrete surface shall be done by experienced and competent cement finishers. When completed the sidewalks shall be kept moist and protected from traffic and weather for at least 3 days in accordance with the applicable provisions of MassDOT Standard Specifications for Highways and Bridges Subsection 476.71: Curing and 476.74: Protection of Pavement.

PART 4 - MEASUREMENT AND PAYMENT

4.1 MEASUREMENT

- A. Cement Concrete Sidewalks, Pedestrian Curb Ramps, and Driveways will be measured in square yards.
- B.
- C. Gravel Borrow will be measured by the cubic yard.

4.2 PAYMENT

- A. Cement Concrete Sidewalk, Cement Concrete Pedestrian Curb Ramp, and Cement Concrete Driveway will be paid for at the contract unit price per square yard complete in place.. Fine grading and compacting are incidental to the work and is not paid separately.
- B. Gravel will be paid for at the contract unit price per cubic yard.
- C. Excavation will be paid for at the contract unit price per cubic yard.

4.3 PAYMENT ITEMS

ITEM NO.	DESCRIPTION	UNIT
0222.504	GRAVEL BORROW	CY
0263.015	4 CONCRETE SIDEWALK W/FIBER REINFORCEMENT	SY
0263.151	6" CONCRETE DRIVEWAY W/ WELDED WIRE REINFORCEMENT	SY
0261.407	10" CONCRETE PAVEMENT W/ STEEL REINFORCEMENT	SY
0263.162	PEDESTRAIN CURB RAMP	SY

END OF SECTION

SECTION 02525

GRANITE CURBS

PART 1 - GENERAL

1.1 DESCRIPTION OF WORK

- A.** Work Included: This Section specifies furnishing and installing granite curb and granite curb transitions as indicated on the Contract Plans and in accordance with these Specifications.
- B.** The work under this section also includes removing and resetting, and removing and discarding existing curbing, as indicated on the contract plans and/or as directed by the Engineer.
- C.** Related Work: The following items are not included in this Section and will be performed under the designated Sections:
 - 1. Section 02300 – EARTHWORK
 - 2. Section 03300 – CAST-IN-PLACE CONCRETE; for concrete, reinforcement, and incidentals pertaining thereto.

PART 2 - PRODUCTS

2.1 MATERIALS

- A.** All curbing work shall be in accordance with the Commonwealth of Massachusetts, Massachusetts Highway Department "Standard Specifications for Highways and Bridges," Section 500. Curb and Edging, and Materials Section M9.04.1, Granite Curb, Type VA 4. Granite Curb, Type VA 5 will be used for Bridge Curb.
- B.** Concrete: Section 03300 - CAST-IN-PLACE CONCRETE, 4,000 psi.
- C.** Gravel Borrow: Section 02300 - EARTHWORK.

PART 3 - EXECUTION

3.1 PREPARATION

- A.** Excavate for and prepare the subgrade as specified in Section 02300 - EARTHWORK, true to the indicated grade and cross section.
- B.** Place and compact a foundation of gravel borrow to the indicated thickness upon the prepared subgrade.

- C. Test completed gravel foundation with a template supported on the side forms, prior to placing the curbing.
- D. Install High-Early strength concrete setting bed as indicated on the contract plans and/or as directed by the Engineer.
- E. All transition curbing shall be cut at the end adjoining adjacent curbing so that ends are vertically flush.
- F. The corner curbs shall be cut so they are constructed with flush joints.
- G. Curbing which is to be removed and reset, will be installed as indicated above.
- H. Curbing which is removed and discarded shall be satisfactorily disposed of by the Contractor.
- I. The Contractor shall protect all existing curb or edging and keep it in satisfactory condition until the acceptance of the entire contract. Particular care will be required to prevent any unsatisfactory discoloration of the curb or edging. The Contractor shall replace any existing curb, edging, curb corners and curb inlets that is to be reset, which is lost or damaged as a result of their operations, or because of their failure to store and protect it in a manner that would eliminate its loss or damage.

3.2 EXCAVATING TRENCH

- A. The trench for the curb shall be excavated to a width of 18 in. The subgrade of the trench shall be a depth below the proposed finished grade of the curb equal to 6 in. plus the depth of the curbstone. Existing pavements shall be sawcut in accordance with the requirements of Section 2516 Sawcutting as shown on the on the plans and as required by the Engineer.

3.3 PREPARING TRENCH

- A. The foundation for the curb shall consist of gravel spread upon the subgrade and after being thoroughly compacted by tamping shall be 6 in. in depth. The trench for the gravel foundation shall be at least 6 in. in depth and 18 in. in width. This trench shall be filled with gravel thoroughly tamped to the required grade.

3.4 SETTING CURB

- A. Curbing shall be set on additional gravel spread upon the foundation. All spaces under the curb shall be filled with gravel thoroughly compacted so that the curb will be completely supported throughout the length. The curb shall be set at the line and grade required as shown on the plans. Curb shall be fitted together as closely as possible. If curb of different quarries is used on the same project, curbing of each particular quarry shall be segregated and set to give uniform appearance.

3.5 BRIDGE CURB

- A. On bridges, after the concrete base has set and before the concrete in back of the curb is placed, Granite Curb Type VA 5 shall be set to line and grade in full mortar beds and full mortar end joints with the anchors in the stone grouted in place.
- B. Each curb shall be brushed clean and free from loose particles, and thoroughly wetted with clean, fresh water before setting. The stone shall be carefully bedded in a full bed of mortar and in such a way as not to slide the stone on the mortar bed.
- C. Each stone shall be held securely in position by 2 steel anchors. The anchors shall be of the required dimensions and shapes and shall extend 3 in. into the curb and 6 in. into the concrete. Care shall be taken in placing the concrete in back of the curb to avoid disturbing the line or grade of the curb.
- D. Wherever plans indicate a construction joint in the sidewalk, or paraffin joint in coping, the curb shall be laid out so that a joint in the curb will be opposite the joint in the sidewalk, or coping.

PART 4 - MEASUREMENT AND PAYMENT

4.1 GENERAL

- A. Granite curb, complete in place, will be measured by the linear foot of each type.

4.2 PAYMENT

- A. Removing and resetting curb, edging, curb inlets and curb corners will be paid for at the contract unit price per foot at the new location complete in place, which shall include sawcuts made in existing pavement, cement concrete placed to set the curb or edging and all other work necessary to complete the installation.
- B. New granite transition curb, straight curb and curved curb will be paid for at the Contract unit prices for quantities determined as specified above.

<u>ITEM NO.</u>	<u>DESCRIPTION</u>	<u>UNIT</u>
0262.701	CURBING – REMOVE AND RESET	LF
0262.249	GRANITE TRANSITION CURB	LF
0262.180	GRANITE CURB STRAIGHT	LF
0262.185	GRANITE CURB CURVED	LF

END OF SECTION

SECTION 03300

CAST-IN-PLACE CONCRETE

PART 1 - GENERAL

1.1 DESCRIPTION OF WORK

- A.** Work Included: This Section specifies the following items:
1. Cast-in-place concrete, including formwork, reinforcement, concrete materials, mixture design, placement procedures and finishes for the following applications:
 - a. Slabs-on-grade.
 - b. Sidewalks.
 - c. Pedestrian curb ramps.
 - d. Driveways
 - e. Concrete curbs
- B.** Related Work: The following items are not included in this Section and will be performed under the designated Sections:
1. Section 02300 - EARTHWORK; drainage fill under slabs-on-grade.
 2. Section 0252 – CURBSGUTTERS AND WALKS
 3. Section 02525 - GRANITE CURBS

1.2 DEFINITIONS

- A.** Cementitious Materials: Portland cement alone or in combination with one or more of the following: blended hydraulic cement, fly ash and other pozzolans, ground granulated blast-furnace slag, and silica fume; subject to compliance with requirements.

1.3 SUBMITTALS

- A.** Product Data: For each type of product indicated.
- B.** Design Mixtures: For each concrete mixture, submit proposed mix proportions and test results confirming mix meets requirements stated below. Submit alternate design mixtures when characteristics of materials, Project conditions, weather, test results, or other circumstances warrant adjustments.
1. Indicate amounts of mixing water to be withheld for later addition at Project site.
 2. Indicate amount of fly ash in the mix.

- C. Material Test Reports: For the following, from a qualified testing agency, indicating compliance with requirements:
1. Aggregates.
- D. Material Certificates: For each of the following, signed by manufacturers:
1. Cementitious materials.
 2. Admixtures.
 3. Form materials and form-release agents.
 4. Steel reinforcement and accessories.
 5. Fiber reinforcement.
 6. Waterstops.
 7. Curing compounds.
 8. Sidewalk and slab treatments.
 9. Bonding agents.
 10. Adhesives.
 11. Vapor retarders.
 12. Semirigid joint filler.
 13. Joint-filler strips.
 14. Repair materials.
- E. Measurements to determine compliance with specified tolerances and requirements for applied finishes and materials, except as noted for slope to drains.
- F. Field quality-control test and inspection reports.
- G. Minutes of preinstallation conference.

1.4 QUALITY CONTROL / QUALITY ASSURANCE

- A. Manufacturer Qualifications: A firm experienced in manufacturing ready-mixed concrete products and that complies with ASTM C 94/C 94M requirements for production facilities and equipment. Manufacturer shall be responsible for sampling and testing of concrete ingredients and establishing concrete mix proportions.
- B. Testing and Inspection Services by the Authority: Concrete plant inspection; and field control will be by the Authority at the expense of the Authority.
1. The Contractor agrees to accept as indicative, the results of tests, including test results involving mix designs and field quality control of concrete mixtures. If, as a result of these tests, it is determined that the specified concrete properties are not being obtained, the Engineer may order such changes in proportions or materials, or both, as may be necessary to secure the specified properties, at no additional expense to the Authority.
 2. The use of testing and inspection services shall in no way relieve the Contractor of his responsibility to furnish materials and construction in compliance with the Contract Documents.
 3. Failure to detect any defective work or material shall not in any way prevent later rejection when such defect is discovered, nor shall it obligate the Engineer for final acceptance.

4. Additional testing and inspection services requested by the Contractor because of changes in materials, sources, or proportions, or occasioned by failure of tests and inspection to meet specification requirements, shall be paid for by the Contractor. The costs for such additional testing and inspection services will be established by the Engineer.
 - a. Provide at no additional expense to the Authority all materials, labor, and services for sampling and testing required by the Engineer, including but not limited to:
 - b. Transportation of sample materials from source to the Authority's Materials Testing Laboratory, 500 Arborway, Boston, MA 02130
 - c. Preparation, handling, storage and transportation of concrete test specimens as directed by the Engineer.
 - d. Suitable containers for the storage, curing and transportation of concrete test specimens in accordance with ASTM C 31.
 - e. Suitable storage for a supply of test cylinder molds, test equipment and other items required for sampling and testing.
- C. When additional sets of test cylinders beyond the mandatory seven and twenty-eight day tests are required by the Contractor to verify early form removal or other reasons for his benefit, the Authority shall be reimbursed for the cost of fabricating and testing these additional test cylinders. The Contractor has the option of obtaining additional test services from an independent testing laboratory agency approved by the Engineer. Copies of test data from these additional tests shall be submitted to the Engineer for review and approval.
- D. The minimum number of test cylinders to be made for each class of concrete and for each placement will be four for each 100 cubic yards or less and minimum of four extra cylinders for each additional 50 cubic yards or fraction thereof. When additional sets of test cylinders are required beyond the normal seven and twenty-eight day tests, each set will consist of a minimum of two test cylinders.
- E. Independent Testing Agency Qualifications: An independent agency, acceptable to authorities having jurisdiction, qualified according to ASTM C 1077 and ASTM E 329 for testing indicated, as documented according to ASTM E 548.
 1. Personnel conducting field tests shall be qualified as ACI Concrete Field Testing Technician, Grade 1, according to ACI CP-01 or an equivalent certification program.
 2. Personnel performing laboratory tests shall be ACI-certified Concrete Strength Testing Technician and Concrete Laboratory Testing Technician - Grade I. Testing Agency laboratory supervisor shall be an ACI-certified Concrete Laboratory Testing Technician - Grade II.
- F. Source Limitations: Obtain each type or class of cementitious material of the same brand from the same manufacturer's plant, obtain aggregate from one source, and obtain admixtures through one source from a single manufacturer.
- G. Welding: Qualify procedures and personnel according to AWS D1.4, "Structural Welding Code--Reinforcing Steel".
- H. ACI Publications: Comply with the following unless modified by requirements in the Contract Documents:

1. ACI 301, "Specification for Structural Concrete".
 2. ACI 117, "Specifications for Tolerances for Concrete Construction and Materials".
- I.** Concrete Testing Service: Engage a qualified independent testing agency to perform material evaluation tests and to design concrete mixtures.
- J.** Preinstallation Conference: Conduct conference at Project site to address the following:
1. Before submitting design mixtures, review concrete design mixture and examine procedures for ensuring quality of concrete materials. Require representatives of each entity directly concerned with cast-in-place concrete to attend, including the following:
 - a. Contractor's superintendent.
 - b. Independent testing agency responsible for concrete design mixtures.
 - c. Ready-mix concrete manufacturer.
 - d. Concrete subcontractor.
 2. Review special inspection and testing and inspecting agency procedures for field quality control, concrete finishes and finishing, cold- and hot-weather concreting procedures, curing procedures, construction contraction and isolation joints, and joint-filler strips, semirigid joint fillers, forms and form removal limitations, shoring and reshoring procedures, vapor-retarder installation, anchor rod and anchorage device installation tolerances, steel reinforcement installation, floor and slab flatness and levelness measurement, concrete repair procedures, and concrete protection.

1.5 DELIVERY, STORAGE, AND HANDLING

- A.** Steel Reinforcement: Deliver, store, and handle steel reinforcement to prevent bending and damage. Avoid damaging coatings on steel reinforcement.
- B.** Waterstops: Store waterstops under cover to protect from moisture, sunlight, dirt, oil, and other contaminants.

PART 2 - PRODUCTS

2.1 CONCRETE MATERIALS

- A.** Cement: Shall be American-made Portland Cement, free from water soluble salts or alkalis which will cause efflorescence on exposed surfaces. Portland Cement shall be Type II, ASTM C 150. Use only one brand of cement for each type of cement throughout project. Contractor shall be responsible for whatever steps are necessary to insure that no visual variations in color will result in exposed concrete and shall place on order and secure in advance a sufficient quantity of this (these) cement(s) to complete concrete work specified herein.
1. Fly Ash: ASTM C 618, Type F 15-35%
 2. Ground Granulated Blast-Furnace Slag: ASTM C 989, Grade 100 or 120, 25-50%
- B.** Normal Weight Fine Aggregate: Shall be washed, inert, natural sand conforming to ASTM C 33 and following additional requirements:

<u>Sieve</u>	<u>Percent Passing</u>
#4	95-100 (typical)
#16	50-85
#50	5-30
#100	0-10
Fineness Modulus	2.80 (Plus/Minus 0.20)
Organic	Plate 2 maximum
Silt	2.0 percent maximum
Mortar Strength	100 percent minimum compression ratio
Soundness	15 percent maximum loss, magnesium sulfate, five cycles

- C. Normal Weight Coarse Aggregate: Shall be well graded crushed stone or washed gravel conforming to ASTM C 33 and the following additional requirements:

Designated Size (inches)	3	2	1-1/2	1	3/4	1/2	3/8
F.M. (+/-0.20)	7.95	7.45	7.20	6.95	6.70	6.10	4.50

Organic	Plate 1 maximum
Silt	1.0 percent maximum
Soundness	5 percent maximum loss, magnesium sulfate, five cycles

- D. Maximum designated sizes for normal weight coarse aggregate to be used in concrete sections shall be as noted below, except that sizes shall also be chosen in conjunction with required clearances.

1. One and one-half inches for sections over ten inches in thickness.
2. One inch for sections more than eight and up to ten inches in thickness.
3. Three-quarter inch for sections more than three and up to eight inches in thickness.

- E. Concrete Fill for Steel Stair and Landing Pans: Composed of 1:2:2 mix with three-eighths inch maximum size normal weight aggregate and shall be placed with a 0 inches to 1 inch slump.

- F. Water: From approved source, potable, clean and free from oils, acids, alkali, organic matter and other deleterious material and complying with the requirements of ASTM C 94.

- G. Admixtures:

1. Water-reducing agent:
 - a. "WRDA" - W.R. Grace & Co.
 - b. "PDA25" - Protex Industries, Inc.
 - c. "Pozzoloth 344H" - Master Builder's Co.
 - d. Or approved equivalent
 - e. Note: Water-reducing agent shall be by same manufacturer as air-entraining agent.
2. Air-entraining agent:

- a. "DAREX AEA" - W.R. Grace & Co.
 - b. "PROTEX AEA" - Protex Industries
 - c. "MB-VR" or "MB-AE" - Master Builder's Co.
 - d. Or approved equivalent
 - 3. Superplasticizer: High-range water-reducer conforming to ASTM C 494, Type F or Type G.
 - 4. Admixtures retarding setting of cement in concrete shall not be used without written approval of Engineer.
 - 5. Admixtures causing accelerated setting of cement in concrete shall not be used without written approval of Engineer.
- H.** For concrete sidewalk that does not contain any welded wire or other steel reinforcement, a minimum of 1 lb/cy of synthetic fiber reinforcement shall be included in the concrete mix.

2.2 CONCRETE MIXTURES

- A.** The Contractor shall recommend, on the basis of trial mixes and strength curves specified below, design mixes for each type and strength of concrete. The Testing Agency will verify that the proposed mix designs conform to all specification requirements.
- B.** Sufficient materials for concrete mix design shall be furnished by Contractor not less than five weeks before use. Duplicate small samples plainly and neatly labeled with source, where proposed to be used, date, and name of collector shall be provided and presented to Testing Agency for permanent reference.
- C.** Mixes shall be designed in accordance with "Method 1" of ACI 301, and the requirements of this Section. All concrete is normal weight unless specifically designated otherwise; air-dry weight not to exceed 150 lbs. per cubic foot.
- D.** All structural concrete shall have a minimum 28 day compressive strength of 4,000 psi.
- E.** Sidewalk, pedestrian ramps, curb and driveway Concrete shall be minimum 4000 psi, 3/4" inch and 610 lbs/cy
- F.** Exterior concrete shall contain air-entraining admixture when tested to ASTM C 231 at the point of discharge from the truck mixer:

<u>Aggregate Size</u>	<u>Air Content, %</u>
1-1/2 in.	4.5 - 7.5
3/4 in.	5.0 - 8.0
3/8 in.	6.0 - 9.0

- G.** Concrete shall have the following slump when tested to ASTM C 143 at the point of discharge from the truck mixer:

<u>Condition</u>	<u>Slump, inches</u>
With Water-Reducing Agent	4-1/2 - 7
With High-Range W/R Agent	7-9
Without Water-Reducing Agent	2 - 5

- H. Concrete slabs, including slabs on grade, shall have a mid-range water reducer and have a maximum slump of 6 inches.
- I. The approved superplasticizer shall be used in all concrete walls, including slabs on grade.
- J. Design mix of concrete to be used in work shall correspond to following test strengths (TABLE A) obtained in laboratory trial mixtures.

TABLE A

Minimum Strength of Lab Trial Mixes (psi)

Design Strength	Trial Mix Strength	
	7-days	28-days
4000	3400	5200
5000	4200	6200

- K. Any deviation from approved mix design, which Contractor deems desirable under certain project conditions, will not be allowed without written approval of Engineer. Cost of any additional testing by Testing Agency associated therewith shall be paid for by Contractor.

2.3 FORM MATERIALS

- A. Construct formwork to shapes, lines, and dimensions required, plumb and straight, secured and braced sufficiently rigid to prevent deformation under load, and sufficiently tight to prevent leakage, all in conformance with ACI Standard 347, "Recommended Practice for Concrete Formwork". All pedestrian curb ramp joints and transition sections which define grade changes shall be formed staked and checked for dimension, grade and slope conformance prior to placing cement concrete.
- B. Formwork for exposed concrete shall be medium-density plastic overlaid plywood, 5/8" minimum thickness; for concealed concrete shall be "Plyform" plywood, 5/8" minimum thickness.
- C. Chamfer Strips: Half-inch, 45 degree poplar wood strips, nailed six inches on center, and installed in inside corners of all forms, unless otherwise directed by Engineer.
- D. Form Ties and Spreaders: Richmond Tyscrus by Richmond Screw Anchor Co.; Superior-ties by Superior Concrete Accessories, Ind.; or Sure-Grip Ties by Dayton Sure-Grip and Shore Co. Wire ties shall not be used. Ties for foundation walls shall be snap-ties or type specified above with removal cones and shall incorporate water seal washer. Ties shall be arranged in a symmetrical manner.
- E. Form Release Agent: Non-staining and non-emulsifiable type, or equal approved by Engineer. Form release agent shall be biodegradable and shall not impart any stain to concrete nor interfere with adherence of any material to be applied to concrete surfaces.
- F. Side forms and transverse forms shall be smooth, free from warp, of sufficient strength to resist springing out of shape, of a depth to conform to the thickness of the proposed sidewalk or pedestrian curb ramp and of a type satisfactory to the Engineer.

- G. All mortar or dirt shall be completely removed from forms that have been previously used. The forms shall be well staked and thoroughly graded and set to the established lines with their upper edge conforming to the grade of the finished sidewalk or pedestrian curb ramp which shall have sufficient pitch to the roadside edge to provide for surface drainage.

2.4 REINFORCEMENT AND ACCESSORIES

- A. Reinforcing Steel Bars: Shall be newly rolled billet steel conforming to ASTM A 615 Grade 60. Bars shall be bent cold.
- B. Welded Wire Fabric: Shall conform to ASTM A 185.
- C. All hot-dip galvanized steel, when specified on drawings, shall be inspected for compliance with ASTM A 123 and shall be marked with a stamp that indicates the number of ounces of zinc per square foot of steel. After galvanizing, the bars shall be dipped in a 0.2 percent chromic acid solution. A notarized Certificate of Compliance with all of the above shall be required from the galvanizer.
- D. Reinforcement Accessories: Shall conform to Product Standard PS7-766, National Bureau of Standards, Department of Commerce, Class C, as produced by Superior Concrete Accessories, Inc.; Dayton Sure-Grip Co.; or R.K.L. Building Specialties Co., Inc. Reinforcement accessories shall include spacers, chairs, ties, slab bolsters, clips, chair bars, and other devices for properly assembling, placing, spacing, supporting, and fastening reinforcement. Tie wire shall be galvanized or stainless wire of sufficient strength for intended purpose, but not less than No. 18 gage. Metal supports shall be of such type as not to penetrate surface of formwork and show through surface of concrete. Accessories touching interior formed surfaces exposed to view shall have not less than 1/8 inch of plastic between metal and concrete surface. Plastic tips shall extend not less than 1/2 inch up on metal legs. Individual and continuous slab bolsters and chairs shall be of type to suit various conditions encountered and must be capable of supporting 300 pound load without damage or permanent distortion.

2.5 MISCELLANEOUS MATERIALS

- A. Grout: Ready-to-use aggregate product requiring only addition of water at job site such as "Embeco Pre-mixed Grout" by Master Builder's; "Vibro-Foil Ready-Mixed" by W.R. Grace & Co.; or "Ferrolith G" by Sonneborn Building Products, Inc. Grout shall be easily workable and shall have no drying shrinkage at any age. Compressive strength of grout (2" x 2" cubes) shall not be less than 5000 psi at 7 days, and 7500 psi at 28 days.
- B. Waterstops: Extruded virgin PVC containing no scrap or reclaimed material or pigment. Provide cross section as indicated, uniform along the length of the waterstop and symmetrical transversely so that the thickness at any given distance from either edge of the waterstop will be uniform. The finished waterstop shall meet the requirements specified below for the average of five samples tested in each case. Report standard deviations of values in addition to averages. Condition and test samples in atmosphere of 73 (plus or minus 3) degrees F and 50 (plus or minus 10) percent relative humidity, except where other test conditions are specified.
1. Tensile strength, per ASTM D 638. Die IV-: 2000 psi. minimum.
 2. Ultimate elongation, per ASTM D 638. Die IV: 350 percent, minimum.

3. Tear resistance, per ASTM D 624. Die B: 350 pounds per inch of thickness, minimum
 4. Stiffness in flexure, samples reduced to 1/8-inch thickness, per ASTM D 747. 1/4 inch span: 600 psi. minimum.
 5. Low temperature brittleness samples reduced to 1/8-inch thickness, per ASTM D 746: no cracking, chipping, or sign of failure at minus 35 degrees F.
 6. Accelerated Extraction, samples reduced to 1/8-inch thickness, per Corps of Engineers CRDC-572: tensile strength, per ASTM D 412. Die C 1750 psi. minimum; ultimate elongation, per ASTM D 412. Die C: 300 percent, minimum.
 7. Effect of Alkali, samples reduced to 1/8-inch thickness, per Corps of Engineers CRDC-572: Change in weight. 7 days: minus 0.10 to plus 0.25 percent; Change in weight. 30 days minus 0.10 to plus 0.25 percent; Change in hardness. 7 days. per ASTM D 2240. Shore A-2: plus or minus 5 points; Change in thickness. 30 days: plus or minus 1.0 percent.
 8. Tensile strength of samples taken across site-made and factory-made splices, per ASTM D 638 Die I \1000 psi. minimum
- C. Vapor Barrier: 6 mil polyethylene, unless specifically specified elsewhere.
- D. Membrane Curing Compound: ASTM C 309, Type 1. Product used shall be shown to be compatible with the later application of coatings. Curing compound shall not be used on any floor slab scheduled to receive an adhered floor finish.
- E. Membrane Curing Compound for Architectural Concrete: Liquid membrane curing compound complying with AASHTO M148, Type 1D, except Type 2 if required to control temperature of mass concrete and hot weather concrete.
- F. Sheet Curing Materials: Waterproof paper (regular or white), polyethylene film (clear or opaque white), and white burlap-polyethylene sheet complying with AASHTO M171.
- G. Chemical Hardener: All exposed concrete floor slabs shall be hardened with three applications of fluosilicate chemical hardener followed by two applications of clear acrylic concrete sealer by Sonneborn Division, ChemRex Inc. "Lapidolith"; or equal products by W.R. Meadows Co. and Concrete Service Material Company or other manufacturers.
- H. Penetrating Sealer: Monomeric alkyalkoxy silane sealer which has demonstrated penetrability into dry low permeability concrete to a minimum of 1/4 inch. Sealer shall have 20 to 25 percent solids when used on walls, and 40 to 50 percent solids when used on floors.
- I. Epoxy Membrane Curing Compound/Concrete Sealer: The two component, epoxy resin system shall act as a dual purpose material: A membrane compound for curing alone, plus a penetrating sealer. It shall provide protection for concrete exposed to de-icing salts, commercial acids and alkalis, gasoline, diesel fuel, and oil, and exposure to freeze/thaw cycles and to vehicular traffic. The epoxy resin compound shall be furnished in two components for combining immediately prior to use in accordance with the manufacturer's written instructions as specified herein. The components of the epoxy resin system shall conform to the following requirements.
1. Component A: Poly (2 hydroxypropylene, P'p, isopropylidenephénolate) condensed with 1 chlorepropoxirane such that the ox content is 4% in aralkyl and hydroxylated solvents.
Component B: The amido amine condensate of the Diels Alder adduct of

polyunsaturated acids dissolved in suitable solvents. Ratio of components (A to B): 1:1 by volume.

2. Properties of Mixed Material:

- a. Viscosity: 75 to 125 cP's at 75°F.
- b. Pot Life: 8 hours minimum at 75°F.
- c. Minimum Solids Content: 40 to 44% by weight.
- d. Recoat Time: 24 hours maximum.
- e. Dry Film Thickness: 2 to 3 mils per coat.
- f. Color: Clear, White tint, gray tint.

3. Properties of Cured Material:

- a. The cured system shall exhibit no evidence of a mine blushing or sweating which may inhibit bond of subsequent coats.
- b. When tested according to ASTM D 968, specimens of coating cured for 14 days at 75°F shall exhibit an abrasion coefficient of at least 30 liters per mil.
- c. When tested according to ASTM D 522, a 2 mil dry film thickness specimen cured for 14 days at 75° shall exceed 12% elongation when tested on the 1/4 inch mandrel.
- d. Specimens cured for 14 days at 75°F and immersed for 48 hours shall exhibit less than 1% water absorption by weight.
- e. Water Retentivity shall not exceed 0.055 grams per square centimeter when tested according to ASTM C 156.

PART 3 - EXECUTION

3.1 INSPECTION

- A. Examine all work prepared by others to receive work of this Section. Commencement of work will be construed as complete acceptance of preparatory work by others.
 - 1. Hold Point-A pre-placement inspection shall be performed by the Contractor prior to placing concrete to assure that placement prerequisites have been accomplished.
- B. At locations where new concrete is being placed over existing concrete to remain, the contractor will hydraulically clean and prepare the surface of existing concrete in preparation of placing new concrete. Apply bonding agent Sikadur®-32 Hi-Mod, or approved equal, per manufacturer guidelines, to cleaned and prepared concrete surface.

3.2 HANDLING, STORAGE, AND PROTECTION OF MATERIALS

- A. Handle and store materials separately in such manner as to prevent intrusion of foreign matter, segregation, or deterioration. Do not use foreign materials or those containing ice. Remove improper and rejected materials immediately from point of use. Cover materials, including steel

reinforcement and accessories, during construction period. Stockpile concrete constituents properly to assure uniformity throughout project.

3.3 ERECTION OF FORMWORK, SHORING AND RESHORING

- A.** Set and maintain formwork to insure complete concrete work within tolerance limits listed in ACI 347 latest edition, "Recommended Practice for Concrete Formwork", and with following additional requirements:
1. Maximum variations from plumb:
 - a. In surfaces of columns and walls:
 - 1) In any 10 feet of length: 1/4 inch
 - 2) Maximum for entire length: 1/2 inch
 2. Maximum variations from established position in plan shown on the drawings:
 - a. Column: 1/2 inch
 - b. Walls: 3/4 inch
 3. Variations in cross-sectional dimensions of columns and beams and in thickness of slabs and walls.
 - a. Minus: 1/8 inch
 - b. Plus: 1/4 inch
- B.** Before form materials can be re-used, surfaces that will be in contact with freshly cast concrete shall be thoroughly cleaned, damaged areas repaired and projecting nails withdrawn. Re-use of form material shall be subject to approval by Engineer.

3.4 PLACING OF REINFORCEMENT

- A.** Reinforcement shall be placed in accordance with requirements of CRSI 93, "Recommended Practice for Placing Reinforcing Bars" and CRSI 93, "Recommended Practice for Placing Bar Supports" and with further requirements below.
- B.** Reinforcement shall be accurately placed in accordance with Contract Documents and shall be firmly secured in position by wire ties, chairs, spacers, and hangers, each of type approved by Engineer.
- C.** Bending, welding or cutting reinforcement in field in any manner other than as shown on Drawings, is prohibited, unless specific approval for each case is given by Engineer.
- D.** Reinforcement shall be continuous through construction joints unless otherwise indicated on Drawings.
- E.** Reinforcement shall be spliced only in accordance with requirements of Contract Documents or as otherwise specifically approved by Engineer. Splices of reinforcement at points of maximum

stress shall generally be avoided. Welded wire fabric shall lap six inches or one space plus two inches whichever is larger, and shall be wired together.

- F. At time concrete is placed, reinforcement shall be free of excessive rust, scale, or other coatings that will destroy or reduce bond requirements. Reinforcement expected to be exposed to weather for a considerable length of time shall be painted with a heavy coat of cement grout. Protect stored materials so as not to bend or distort bars in any way. Bars that become damaged will be rejected.
- G. Hold Point - Before concrete is cast, check all reinforcement after it is placed to insure that reinforcement conforms to Contract Documents and approved Shop Drawings. The Engineer shall be notified at least 36 hours prior to concrete placement and given opportunity to inspect completed reinforcement and formwork before concrete placement. Prior approval of Shop Drawings shall in no way limit Engineer's right to demand modifications or additions to reinforcement or accessories.

3.5 JOINTS

- A. Construction and control joints indicated on Drawings are mandatory and shall not be omitted.
- B. Joints not indicated or specified shall be placed to least impair strength of structure and shall be subject to approval of Engineer.
- C. Waterstops:
 - 1. Protect waterstop from oil, dirt, concrete spatter, and damage, and leave clean to receive concrete forms. Exercise care during installation of waterstop to eliminate all possibilities that may cause leakage. Ensure reinforcing bars and slip dowels will not interfere with positioning of waterstop during Installation.
 - 2. Install waterstops in accordance with manufacturer's recommendations and as indicated. Hold waterstops rigidly in place by extending through slots in keyways, by spilt bulkheads, by tying to reinforcing bars, or by such other adequate methods as are necessary to insure proper support and embedment during the concreting process. Secure waterstop between the last rib and the end of the waterstop when tying to reinforcing rods. Tie waterstop to reinforcing bars every 12 inches.
 - 3. Install waterstop so that half of the ribs of the waterstop material are embedded in the concrete on each side of the joint. When installed in an expansion joint, exercise care in pouring so that the closed hollow center-bulb remains in the gap between the first and second pour, to allow for maximum elongation with minimum stress on the portion of the waterstop embedded in the concrete.
 - 4. Install expansion joint material and a sealant in the joint, as indicated, to prevent foreign matter from accumulating in the joint area. When a sealant is used place a separator between the sealant and the waterstop to insure that both the waterstop and sealant best perform their respective functions.
 - 5. Sweep horizontal joints prior to pour to insure that foreign matter does not interfere with direct contact between the waterstop and concrete.
 - 6. Systematically and thoroughly vibrate concrete around waterstop to avoid honeycombs and voids in the concrete and to insure complete contact of waterstop to concrete.
 - 7. For the second pour on horizontal sections, make a grout pour over the waterstop to prevent excessive movement of the waterstop and to provide positive insurance against

- honeycombing or voids. Use a thicker waterstop. 3/8 inch or 1/2 inch. for heavy pour or larger aggregate.
8. Where using split-ribbed waterstop spread open the split leg of the waterstop and nail it to the bulkhead between the last two ribs. Upon completion of the first pour and removal of the bulkhead, join the split leg together every 12 inches with hog rings and position it for the second pour.
 9. PVC waterstop may be butt-spliced on the job with an electrical splicing iron or a hot air welding gun and vinyl welding rod in accordance with the manufacturer's instructions.
 10. Do not drive nails through center of waterstop. Do not lap waterstop, splice joints. Do not embed center bulb in concrete. Position it in the center of the joint to insure freedom of movement. Do not secure waterstop except between the last rib and the end of the waterstop when tying to the reinforcing rod to hold in place for the pour. Where using split-ribbed waterstop, do not nail split legs to bulkhead adjacent to bulb.
- D. Preformed expansion joint filler shall be placed adjacent to or around existing structures as directed.

3.6 MIXING, CONSISTENCY, AND DELIVERY OF CONCRETE

- A. Concrete shall be ready-mixed, produced by plant acceptable to Engineer. Hand or site mixing shall not be done. Constituents, including admixtures except certain corrosion inhibitors and superplasticizers, shall be batched at central batch plant. Admixtures shall be premixed in solution form and dispensed as recommended by manufacturer.
- B. Central plant and rolling stock equipment and methods shall conform with Truck Mixer and Agitator Standard of Truck Mixer Manufacturer's Bureau of National Ready-Mixed Concrete Association, and Contract Documents. Consistency of concrete at time of deposit shall be as per section 2.2F.:
- C. Ready mixed concrete shall be transported to site in watertight agitator or mixer trucks loaded not in excess of rated capacities. Discharge at site shall be within one and one-half hours after cement was first introduced into mix. Discard concrete not discharged within one and one-half hours and dispose of legally. Concrete with a temperature greater than 85 degrees F. shall not be placed. Central mixed concrete shall be plant mixed a minimum of five minutes. Agitation shall begin immediately after premixed concrete is placed in truck and shall continue without interruption until discharged. Transit mixed concrete shall be mixed at mixing speed for at least ten minutes immediately after charging truck followed by agitation without interruption until discharged. Concrete shall be furnished by a single plant unless accepted by the Engineer in writing.
- D. Retempering of concrete which has partially hardened, that is, mixing with or without additional cement, aggregates, or water, will not be permitted.

3.7 PLACING CONCRETE

- A. Remove water and foreign matter from forms and excavations and, except in freezing weather or as otherwise directed, thoroughly wet wood forms just prior to placing concrete. Place no concrete on frozen soil and provide adequate protection against frost action during freezing weather.

- B. To secure full bond at construction joints, surfaces of concrete already placed, including vertical and inclined surfaces, shall be thoroughly cleaned of foreign materials and laitance, roughened with suitable tools such as chipping hammers or wire brushes, and recleaned by stream of water or compressed air. Well before new concrete is deposited, joints shall be saturated with water. After free or glistening water disappears joints shall be given thorough coating of neat cement slurry mixed to consistency of very heavy paste. Surface shall receive coating of approximately one-eighth inch thick; this shall be scrubbed in by means of stiff bristle brushes. New concrete shall be deposited before neat cement dries or changes color.
- C. Do not place concrete having slump outside of allowable slump range.
- D. Transport concrete from mixer to place of final deposit as rapidly as practical by methods which prevent separation of ingredients and displacement of reinforcement, and which avoid rehandling. Deposit no partially hardened concrete. When concrete is conveyed by chutes, equipment shall be of such size and U-shaped design as to insure continuous flow in chute. Flat (coal) chutes shall not be employed. Chutes shall be of metal or metal lines and different portions shall have approximately same slope. Slope shall not be less than 25 degrees nor more than 45 degrees from horizontal and shall be such as to prevent segregation of ingredients. Discharge end of chute shall be provided with baffle plate or spout to prevent segregation. If discharge end of chute is more than five feet above surface of concrete in forms, spout shall be used, and lower and maintained as near surface of deposit as practicable. When operation is intermittent, chute shall discharge into hopper. Chute shall be thoroughly cleaned before and after each run and debris and any water used shall be discharged outside forms. Concrete shall not be allowed to flow horizontally over distances exceeding five feet.
- E. Concrete shall be placed in such manner as to prevent segregation, and accumulations of hardened concrete on forms or reinforcement above mass of concrete being placed. To achieve this end, suitable hoppers, spouts with restricted outlets and tremies shall be used as required.
- F. During and immediately after depositing, concrete shall be thoroughly compacted by means of internal type mechanical vibrators or other tools, or by spading to produce required quality of finish. Vibration shall be done by experienced operators under close supervision and shall be carried on only enough to produce homogeneity and optimum consolidation without permitting segregation of constituents or "pumping" of air. Vibrators used for normal weight concrete shall operate at speed at not less than 7,000 vpm and be of suitable capacity. Do not use vibrators to move concrete. Vibration shall be supplemented by proper wooden spade puddling to remove included bubbles and honeycomb adjacent to visible surfaces. At least one vibrator shall be on hand for every 10 cubic yards of concrete placed per hour, plus one spare. Vibrators shall be operable and on site prior to starting placement.
- G. Vertical lifts shall not exceed 18 inches. Vibrate completely through successive lifts to avoid pour lines. Vibrate first lift thoroughly until top of lift glistens to avoid stone pockets, honeycomb, and segregation.
- H. Concrete shall be deposited continuously, and in layers of such thickness that no concrete will be deposited on concrete which has hardened sufficiently to cause formation of seams and planes of weakness within section. If section cannot be placed continuously between planned construction joints, as specified, field joint and additional reinforcement shall be introduced so as to preserve structural continuity. Engineer shall be notified in any such case.

- I. Cold joints, particularly in exposed concrete, including "honeycomb", are unacceptable. If they occur in concrete surfaces exposed to view, Engineer will require that entire section in which blemish occurs be removed and replaced with new materials at Contractor's expense.
- J. When placing exposed concrete walls or columns, strike corners of forms rapidly and repeatedly from outside along full height while depositing concrete and vibrating.
- K. Chutes, hoppers, spouts, adjacent work, etc. shall be thoroughly cleaned before and after each run and water and debris shall be discharged outside form.
- L. For sidewalks, pedestrian curb ramps, & driveways, the concrete shall be placed in alternate slabs 30 ft long except as otherwise ordered. The slabs shall be separated by transverse preformed expansion joint filler ½ in. thick.
- M. Detectable warning panels conforming to the plans shall be securely incorporated into the work by means acceptable to the Engineer.

3.8 FINISHING OF UNFORMED CONCRETE SURFACES

- A. Smooth troweled finish: Shall be provided where concrete flatwork is to be exposed in the finished work or is to receive resilient flooring materials.
- B. Floated finish: Shall be provided where concrete flatwork is to receive waterproofing membranes or setting beds for finished materials.
- C. Floated finish: Shall be provided for top surfaces of walls, slabs and beams.
- D. Rough struck surface shall be provided at top of pedestals.
- E. Steel Broom Finish (with smooth edging): Shall be provided at exterior concrete walks, pedestrian curb ramps, driveways, pavements and steps.
- F. Contractor, at his own expense, shall level depressed spots and grind high spots in concrete surfaces which are in excess of specified tolerances. Leveling materials proposed for providing proper surface shall be approved by Engineer.
- G. For sidewalks, pedestrian curb ramps, and driveways, no finishing operation shall be performed while free water is present. Finishing operations shall be delayed until all bleed water and water sheen has left the surface and the concrete has started to stiffen. After water sheen has disappeared, edging operations, where required, shall be completed. After edging and joining operations, the surface shall be floated. Immediately following floating, the surface shall be steel-troweled. If necessary tooled joints and edges shall be rerun before and after troweling to maintain uniformity. The surface of all concrete sidewalks shall be uniformly scored into block units of areas not more than 36 ft². The depth of the scoring shall be at least ½ in. deep and no more than ½ in. wide.

3.9 REPAIRING OF UNFORMED CONCRETE SURFACES

- A. Tops of slabs and walls shall be repaired by using either same material as originally cast or by use of dry-pack material, as approved by Engineer. Areas affected shall be chipped back square

and to depth of one inch minimum. Hole shall then be moistened with water for a minimum of two hours, followed by brush coat of 1/16 inch thick cement paste. Immediately plug hole with concrete, or with dry pack material consisting of 1:1.5 mixture of cement and concrete sand mixed slightly damp to touch. Hammer dry-pack into hole until dense, and excess paste appears on surface. Finish patch flush and to same texture as surrounding concrete. For large repairs employ 1-1-2 mixture of cement, concrete sand and pea gravel at same dry-pack consistency.

3.10 CURING, SEALING AND PROTECTION

- A.** When concrete is placed at or below ambient air temperatures of 40 degrees F. or whenever in opinion of Engineer, such or lower temperatures are likely to occur within 48 hours after placement of concrete, cold weather concreting procedures, according to ACI 306 and as specified herein, shall be followed. To this end, entire area affected shall be protected by adequate housing or covering, and heating. No salt, chemicals or other foreign materials shall be used in the mix to lower freezing point of concrete.
- B.** Protect concrete work against injury from heat, cold, and defacement of any nature during construction operations.
- C.** Concrete shall be treated and protected immediately after concreting or cement finishing is completed, to provide continuous moist curing above 50 degrees F. for at least seven days, regardless of ambient air temperatures.
- D.** Curing compounds will not be permitted for slab and beams.
- E.** For sidewalks, pedestrian curb ramps, and driveways, the application of neat cement to surfaces in order to hasten hardening is prohibited.
- F.** When completed the sidewalks shall be kept moist and protected from traffic and weather for at least 3 days in accordance with the applicable provisions of MassDOT Standard Specifications 476.71: Curing and 476.74: Protection of Pavement
- G.** Keep permanent temperature record showing date and outside temperature for concreting operations. Thermometer readings shall be taken at start of work in morning, at noon, and again late in afternoon. Locations of concrete placed during such periods shall likewise be recorded, in such manner as to show any effect temperatures may have had on construction. Copies of temperature record shall be distributed daily to Engineer.
- H.** Epoxy Curing Compounds/Hardener:
 - 1. Apply the first coat of epoxy to the plastic concrete as soon as the bleed water has totally disappeared. This application shall serve a dual function: a membrane curing compound which shall retain 95% or more of the mixing water in the concrete for a minimum of seven days; and the first coat of a two-coat system to seal and protect the concrete.
 - 2. After a minimum curing period of 30 days and before the structure is opened to general use, wash the concrete with cleaning and degreasing chemical solution applied in accordance with the manufacturer's instructions and as specified herein.
 - 3. Prepare the cleaning solution in accordance with the manufacturer's instructions. Dampen concrete surface with water. Apply the prepared solution over the area to be cleaned using a soft fibered but densely filled brush. Allow the solution to remain on the

surface for 3 to 5 minutes. Reapply the cleaning solution and scrub vigorously. Rinse with fresh water applied at a pressure of 400-800 psi and a volume of water per minute 5 - 10 gallons. Protect all non-masonry surfaces.

4. Allow concrete to dry a minimum of 24 hours and a maximum of 48 hours before application of the second coat of epoxy.
5. Pour equal quantities of Components 'A' and 'B' into a clean container. Mix thoroughly with a low speed electric drill equipped with a steel paddle. Keep individual components and mixed compound covered when material is not being used.
6. Application: Apply mixed epoxy compound in a uniform coat at the rate of approximately 200 sq. ft. per gallon. Mixed material may be sprayed with any equipment capable of spraying epoxy compounds, or it may be applied with a deep nap lamb's wool roller.
7. Protect surface against vehicular and pedestrian traffic during curing period (24 hours at 75°F).
8. Final Coat - Broom Finish and Wood Float Finish: Concrete is totally sealed against contaminants and resists the attack of de-icing chemicals. It may be applied at any time after the concrete has cured a minimum of 30 days and before the structure is opened to general use. Apply the epoxy compound by spray or roller at the rate of 275 to 325 sq. ft. per gallon being careful to avoid puddles or uneven application. The concrete shall exhibit a uniform gloss indicating it is totally sealed. Any areas that are dull or flat are not totally sealed. Any areas that are dull or flat are not totally sealed and shall be given a third coat.
9. Final Coat - Steel Trowel Finish Concrete: Apply the second and final coat at any time after the concrete has cured a minimum of 30 days and before the structure is opened to general use. Apply mixed epoxy compound in a uniform coat at a rate not to exceed 200 sq. ft. per gallon. While the epoxy compound is still liquid, drop fine sand meeting the gradation requirements of ASTM C-109, vertically into the epoxy at a uniform rate of one lb. per sq. ft. Make sure entire epoxy surface is thoroughly covered. After epoxy has hardened so that it cannot be dented with a screwdriver, remove excess sand.

- I. Concrete Sealer: Apply to bridge copings, beam sets, parapets, vehicle barriers, boatwalls portal flank walls and other concrete surfaces indicated. Apply in accordance with manufacturer's instructions and the following:

1. Contractor shall apply water repellent sealer CURESHIELD EX or approved equivalent to new concrete surfaces.
2. Application of the sealer shall not alter the surface texture and shall be compatible with the use of surface finish coatings and caulking. Surface shall dry to a tack-free condition in 4 hours or less.
3. Preparation process shall not cause any undue damage to the concrete surface, remove or alter the existing surface finish, or expose the coarse aggregate of the concrete.
4. Concrete sealer shall be used as supplied by the manufacturer and not altered in any way. Apply onto concrete surfaces at manufacturer's recommended rate of coverage.
5. Prevent the concrete sealer from coming in contact with open joints that have not yet been filled with joint sealant, so as to prevent any loss of bond of the joint sealant.

3.11 REMOVAL OF FORMWORK, SHORING AND RESHORING

- A. Contractor shall be responsible for proper removal of formwork, shoring, and reshoring.

- B. Forms shall be removed only after concrete has attained sufficient strength to support its own weight, construction loads to be placed thereon and lateral loads, without damage to structure or excessive deflection.
- C. Forms and falsework shall not be removed unless the concrete has attained the minimum percentage compressive strength as listed in the following table:

<u>Structural Member</u>	<u>Minimum Percent of Design Strength (f'c)</u>
1. Invert Slabs; Slabs and Beams on Grade	25
2. Free Standing Walls, Columns and Piers	40
3. Retaining Walls	50
4. Soffits of Beams, Slabs and Girders Less Than 20 Foot Span	80
5. Stairs	80
6. Soffits of Beams, Slabs and Girders Greater Than 20 Foot Span	90
7. Cantilevered Beams, Slabs and Girders	90

- D. Acceptance for form removal will be based on field-cured concrete cylinders tested by the MBTA Lab.

3.12 REPAIRING AND FINISHING OF FORMED AND ARCHITECTURAL CONCRETE SURFACES

- A. In accordance with the provisions of ACI 301, Chapter 10, all concrete shall have "smooth form finish".
- B. Intent of this Specification is to require forms, mixtures of concrete, and workmanship so that concrete surfaces will require no patching, except for plugging of tie holes. However, where patching is acceptable to Engineer, procedure described below shall be followed.
- C. Defective concrete and honeycombed areas shall not be patched unless examined and approval is given by Engineer. If such approval is received by Contractor, areas involved shall be chipped down square and at least one inch deep to sound concrete by means of cold chisels or pneumatic chipping hammers. If honeycomb exists around reinforcement, chip to provide clear space at least three-quarter inch wide all around steel to afford proper ultimate bond thereto. For areas less than one and one-half inches deep, patch shall be made in same manner as described above for filling unformed concrete surfaces, care being exercised to use crumbly-dry (nontrowelable) mixtures and to avoid sagging. Thicker repairs shall require build-up in successive days, each layer being applied as described. To aid strength and bonding of multiple layer repairs, non-shrink, non-metallic aggregate shall be used as an additive as follows:

Materials	Volumes	Weights
Cement	1.0	1.0
Non-Metallic Aggregate	0.15	0.25
Sand	1.5	1.55

1. For very heavy (generally, formed) patches, pea gravel may be added to mixture and proportions modified as follows:

Materials	Volumes	Weights
Cement	1.0	1.0
Non-Metallic Aggregate	0.2	0.33
Sand	1.0	1.0
Pea Gravel	1.5	1.55

- D.** After hardening, rub lightly as described above for form tie holes.

1. Mortar for patching shall be same mix as above except aggregate shall pass a No. 14 sieve.
2. For all concrete to receive "smooth" finish, remove formwork fins and clean entire surface of grease, form oil, laitance, dust, and other foreign matter.
3. "Smooth" finish shall consist of having all fins removed, joint marks smoothed off, blemishes removed, and surfaces left smooth and unmarred.
4. Begin finishing operations as soon as practicable after removal of forms, continue with curing operations after finishing is completed. After concrete has been well cured, carefully inspect surfaces. Remove any fins, rough spots, streaks, hardened mortar or grout and other foreign material. Patch defects with finishing mortar as specified above, to satisfaction of Engineer.

- E.** Patches which become crazed, cracked, or sound hollow upon tapping shall be removed and replaced with new material at Contractor's expense.

3.13 CLEANING

- A.** Concrete surfaces shall be cleaned of objectionable stains as determined by the Engineer. Materials containing acid in any form or methods which will damage "skin" of concrete surfaces shall not be employed, except where otherwise specified.

PART 4 - MEASUREMENT AND PAYMENT

4.1 MEASUREMENT

- A.** Cast-in-place concrete will be measured as per cubic yard complete in place, including all preparation, reinforcing, formwork, accessories and incidentals.

4.2 PAYMENT

- A.** Payment for cast-in-place concrete will be made at the Contract unit price for the quantities as specified above.

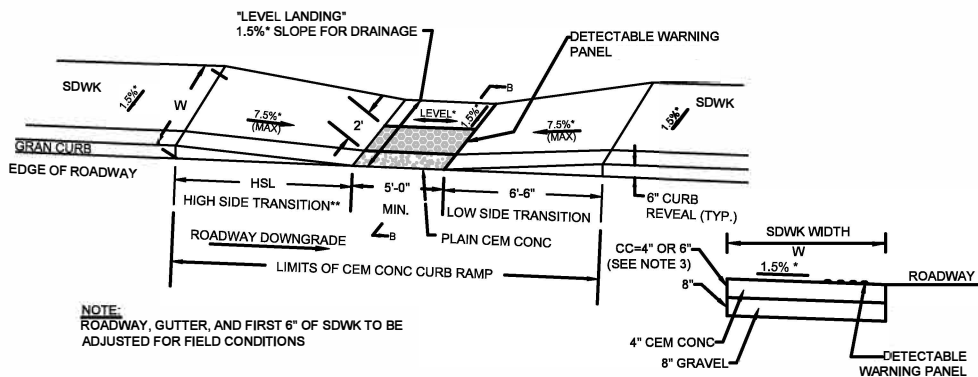
4.3 PAYMENT ITEMS

ITEM NO.	DESCRIPTION	UNIT
0354.003	PREPARE CONCRETE SURFACE AND APPLY BONDING AGENT	SF

END OF SECTION

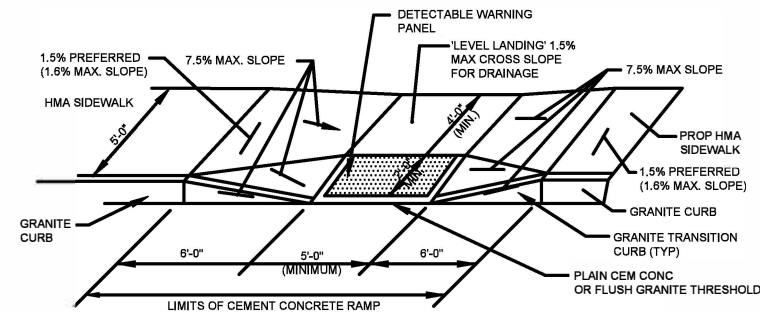
APPENDIX A

Sketches - Repair Details

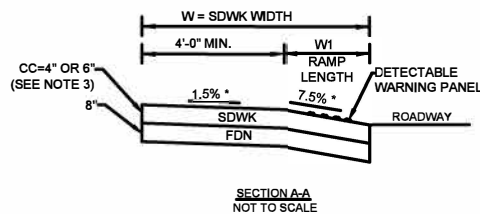


**TYPE A: CURB RAMP
ON NARROW SDWK**
NOT TO SCALE

SECTION B-B
NOT TO SCALE



TYPE B: CURB RAMP
NOT TO SCALE

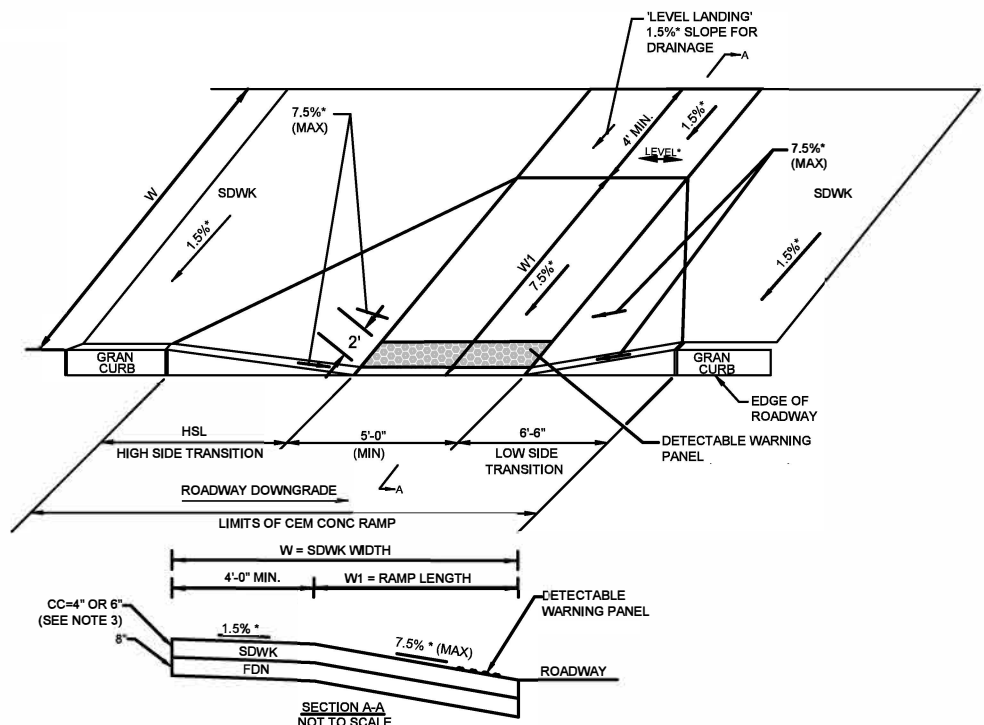


CURB RAMP HIGH SIDE TRANSITIONS	
ROADWAY PROFILE GRADE %	TRANSITION LENGTH **
0%	6'-8"
>0% TO 1%	7'-0"
>1% TO 2%	9'-0"
>2% TO 3%	11'-0"
>3% TO 4%	14'-0"
>4% TO 5%	15'-0" Max

** BASED ON A DESIGN SLOPE OF 7.5% AND A REVEAL OF 6".

LEGEND

HSL = HIGH SIDE TRANSITION LENGTH
W = SDWK WIDTH
W1 = PERPENDICULAR RAMP LENGTH
CC = CEM CONC
± = ±0.5% CONSTRUCTION TOLERANCE



**TYPE C: CURB RAMP GREATER THAN
12'-4\"/>**



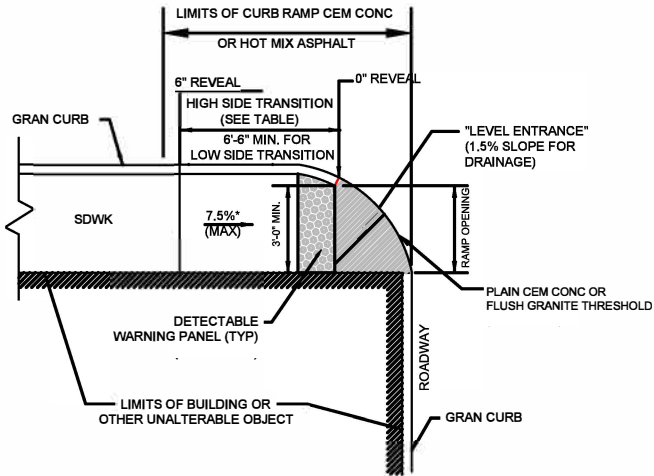
CURB RAMP INSTALLATION DETAILS

DATE

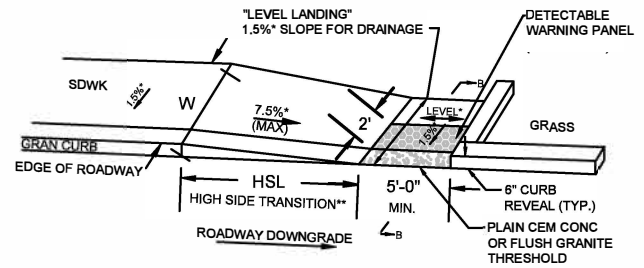
2022

ITEM NUMBER

0263.162

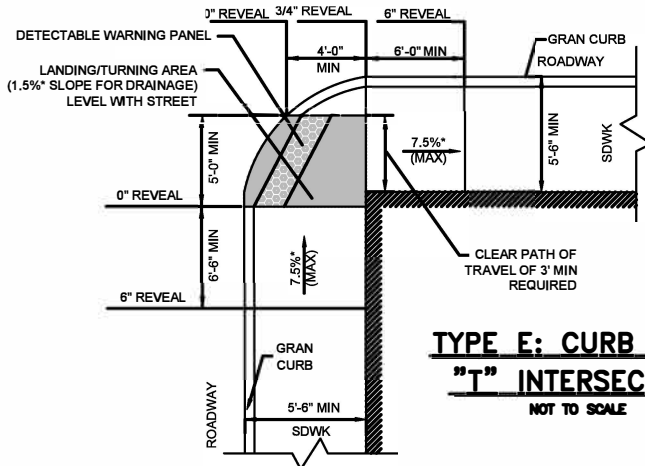


**TYPE D: CURB RAMP FOR
ONE CONTINUOUS DIRECTION OF TRAVEL**
NOT TO SCALE



NOTE:
ROADWAY, GUTTER, AND FIRST 6" OF SDWK TO BE ADJUSTED FOR FIELD CONDITIONS

**TYPE F: LEFT SIDE
CURB RAMP ON NARROW SDWK**
NOT TO SCALE



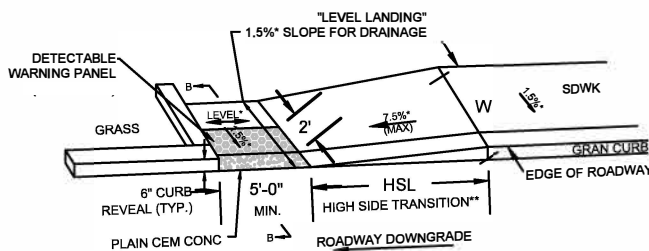
**TYPE E: CURB RAMP
"T" INTERSECTION**
NOT TO SCALE

CURB RAMP HIGH SIDE TRANSITIONS	
ROADWAY PROFILE GRADE %	TRANSITION LENGTH **
0%	6'-6"
>0% TO 1%	7'-6"
>1% TO 2%	9'-0"
>2% TO 3%	11'-0"
>3% TO 4%	14'-0"
>4% TO 5%	15'-0" Max

** BASED ON A DESIGN SLOPE OF 7.5% AND A REVEAL OF 6".

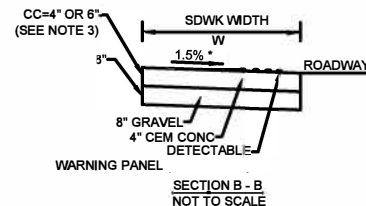
LEGEND

HSL = HIGH SIDE TRANSITION LENGTH
W = SDWK WIDTH
W1 = PERPENDICULAR RAMP LENGTH
CC = CEM CONC
± = ±0.5% CONSTRUCTION TOLERANCE



NOTE:
ROADWAY, GUTTER, AND FIRST 6" OF SDWK TO BE ADJUSTED FOR FIELD CONDITIONS

**TYPE G: RIGHT SIDE
CURB RAMP ON NARROW SDWK**
NOT TO SCALE



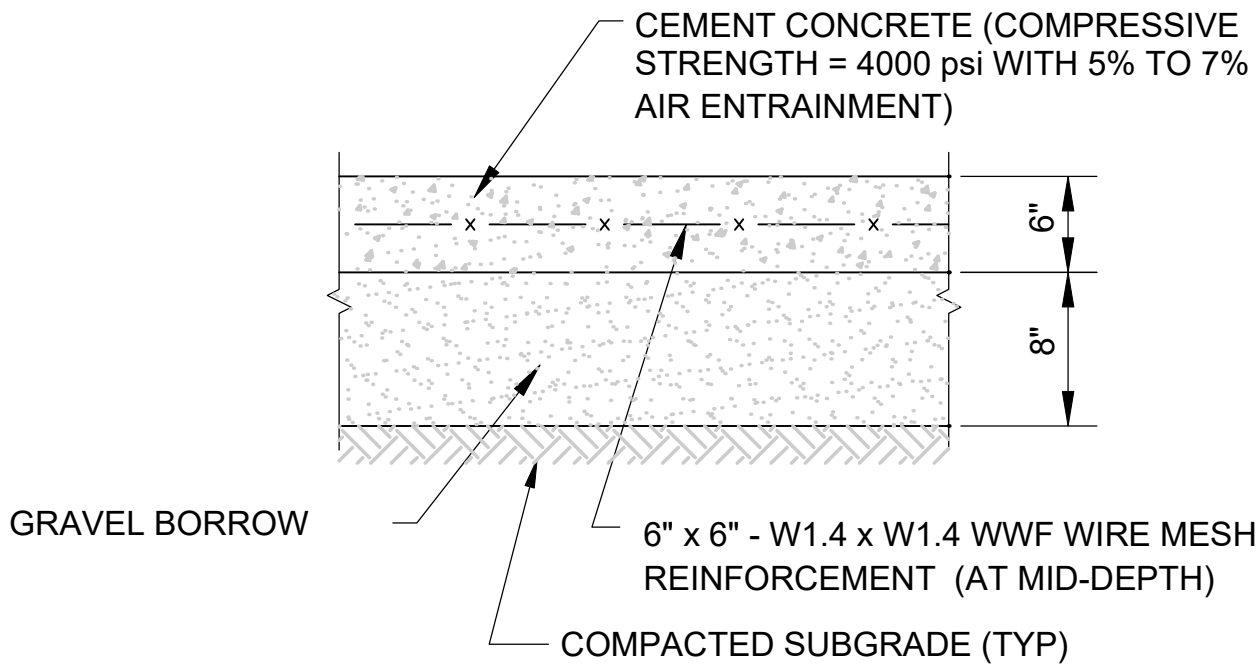
CURB RAMP INSTALLATION DETAILS

DATE

2022

ITEM NUMBER

0263.162



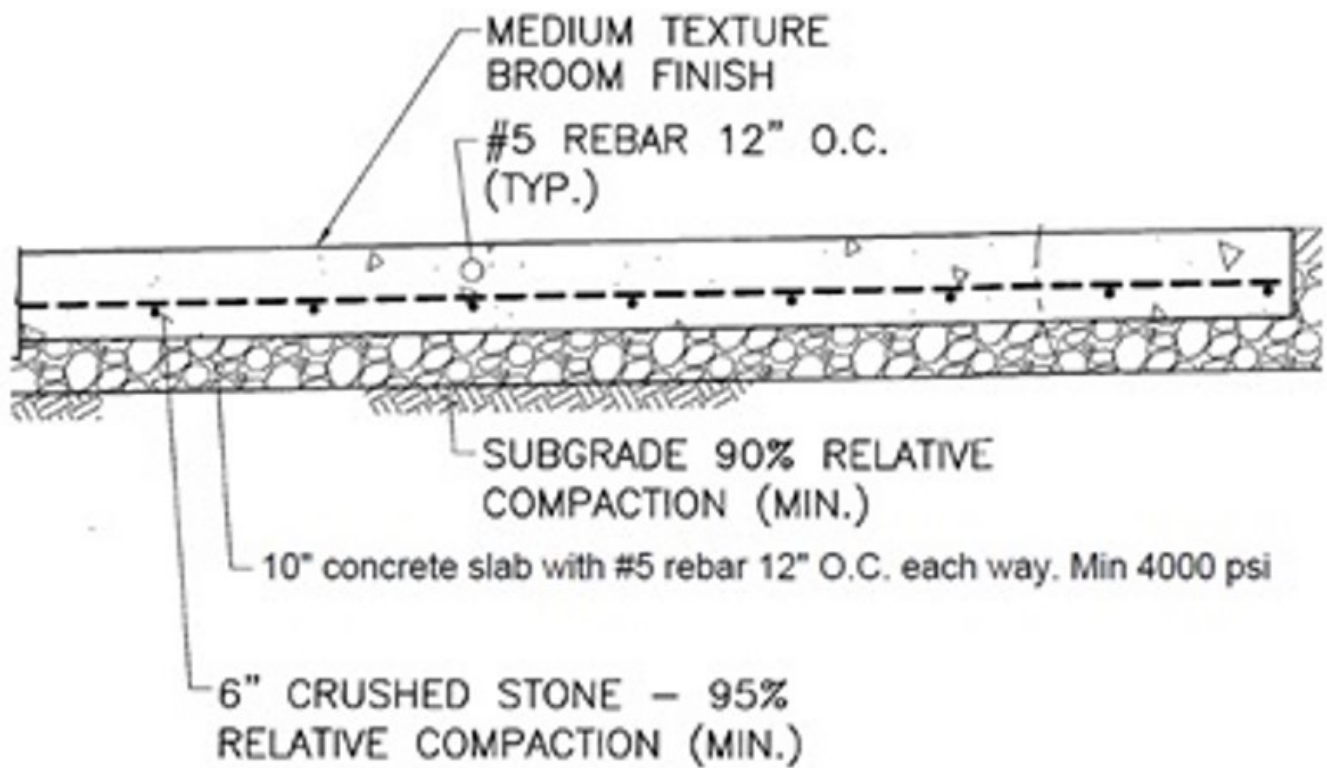
CONCRETE DRIVEWAY - 6 INCH THICKNESS

DATE

2022

ITEM NUMBER

0263.151



CONCRETE PAVEMENT - 10 INCH THICKNESS

DATE

2022

ITEM NUMBER

0261.407

APPENDIX B

Contract Addendum

MASSACHUSETTS BAY TRANSPORTATION AUTHORITY
CONTRACT NO. R90CN02 - SYSTEMWIDE CONCRETE REPAIRS

ADDENDUM NO. 1

PART 1 - GENERAL

- A.** The attention of the bidders submitting bids for the above project is called to the following Addendum to the Notice to Bidders, Construction Specification Table of Contents, Construction Specifications, Appendices, Contract Drawings and Response to Bidders Questions.
- B.** The items set forth herein, whether of omission, addition, or substitution are to be included in and form a part of the Bid submitted.
- C.** THE NUMBER OF THE ADDENDUM (NO. 1) MUST BE ENTERED IN THE SPACE PROVIDED ON PAGE 00410 – 3 OF THE FORM FOR BID IN THE BID FORM.

November 29, 2022

By: Steve Poftak
General Manager of the
MBTA

PART 2 - CONSTRUCTION SPECIFICATIONS

2.1 DIVISIONS 2 THROUGH 16

A. 02524 – CURBS, GUTTERS, AND WALKS

1. Article 4.2 PAYMENT ITEMS change Item No. “0261.406” to “0261.407”

B. Appendix A – Sketches – Repair Details

1. Sketch for CONCRETE PAVEMENT – 10 INCH THICKNESS change Item No. in footer “0261.406” to “0261.407”

END OF CONSTRUCTION SPECIFICATIONS

PART 3 – RESPONSE TO BIDDER QUESTIONS

- Q1.** Please provide measurement & payment section or construction detail for bid item 0216.114 Shallow Patch for bidding purposes. This bid item does not appear in the specification payment items, is this all horizontal patches, average thicknesses?

Shallow Patch is to be of hot mix asphalt (HMA), specifically 12.5 mm Superpave Surface Course. Asphalt shall be placed and compacted as defined by MassDOT Standard Specifications for Highways and Bridges, 2022 Edition, Subsection 450: Hot Mix Asphalt Pavement. Contractor shall match existing pavement section, typically 5 inches of HMA constructed on Base Course. Contractor may assume 5 inches asphalt thickness for bidding purposes. Additional required HMA shall be approved by MBTA representative and will be paid under Item 6500.000 Risk Allowance.

- Q2.** Confirm Bid Item 0261.407 Cement Concrete Pavement & Base coincides with detail and payment item within specs of 0261.406 of 10" concrete pavement w/steel reinforcement

Confirmed. References in the specifications to Item No. 0261.406 should have read 0261.407

- Q3.** For bidding purposes, should bidders assume all work to be performed will be completed during revenue hours?

Phasing of work will be as required by MBTA Operations and/or customer access. The contractor may assume all work will be performed during revenue hours for the purpose of bidding. If required to maintain operations, costs incurred for off-peak time will be submitted to MBTA Capital Delivery representative for approval. Upon approval, costs incurred will be paid by Item 6500.000 Risk Allowance.